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HIGH POINTS

- The 2493 school districts represented in the survey employ 86 percent of the urban public-school teachers in the United States.
- Median salaries are higher for all groups in 1956-57 than they were in 1954-55. Classroom teachers showed the least increase in districts 100,000-499,999 in population, with only 8.6 percent. Highest percent of increase for classroom teachers was in districts 5000-9999 in population—13.2 percent.
- When long-time trends are considered, salary increases for urban teachers are not keeping up with increases of employed workers in general. From 1940 to 1946, annual earnings of all workers increased about 208 percent. Most urban teachers received smaller increases during this period; in cities over half-million in population the increase in median salary was only 115 percent.
- Salary differences between elementary-school and high-school teachers are shrinking.
- Administrative and supervisory salaries have not increased as rapidly in recent decades as have salaries of classroom teachers.
- Definite salary schedules for teachers have taken the place of individual bargaining in all but 3 percent of the school systems reporting. Most of the districts without salary schedules contain less than 10,000 population.
- Beginning salaries for teachers with bachelor's degrees are below $2500 in a few districts and above $4000 in a few others, but the medians for all six population groups are in the range of $3300 to $3750.
- Medians of the highest maximum salaries scheduled range from $5225 in districts below 5000 in population to $6500 in districts above 500,000 in population.
- This is the eighteenth survey of urban school salaries conducted by the Research Division, in a biennial series that was begun in 1922-23.

I. Introduction

Adequate salaries are essential to the welfare of teachers and continue to be a major purpose of the National Education Association. It was this thought, among others, that led the NEA leaders in the early 1920's to establish the Research Division. This unit made its first study of salaries in 1922-23 and has repeated the studies at two-year intervals ever since. The 1956-57 survey is the eighteenth in the series.

Method of Making Survey

The procedure in making this study was similar to that followed in previous years. The inquiry forms were mailed to superintendents of schools in September 1956. A sample section of this questionnaire is illustrated on page 95 of this bulletin. Follow-up letters and telegrams were sent to secure the largest possible sampling. Correspondence was carried on whenever reasonable doubts occurred concerning the meaning and the accuracy of the reports received.

Groupings of School Districts

The groupings used in classifying school districts in surveys prior to 1952-53 were based on the census population of the central city located within the school district. The 1950 Census was used for 1950-51; the 1940 Census for 1940-41 thru 1948-49; and the 1930 Census for 1930-31 thru 1938-39.

The classifying of city school districts by the census population of the central city became less and less satisfactory. Some cities are parts of county-unit school systems, and the statistics cannot be separated. Some cities are in groups of cooperating urban and rural areas that have formed unified school districts. There is an increasing tendency for large cities to include contiguous areas in their school districts even tho these areas are not annexed to the municipalities themselves. The questionnaire replies received from these county and consolidated districts usually included figures for the entire districts rather than for the urban centers, and were likely to be incorrectly classified when grouped according to census population of the major city. For example, the city of Charleston, West Virginia, had a population of 73,501 in 1950, but it is an inseparable part of the Kanawha County School System with a 1950 population of 239,629.

In 1952-53 the NEA Research Division gave up the unsuccessful effort to get separate figures for central cities and began instead to establish a list of *urban school districts* and to classify the districts on the basis of their total population. The information was collected by means of a questionnaire, census figures, and correspondence. A tentative classification, made for use in the 1952-53 survey, has been modified as further information has been received, and a revised classification was made for use in the current study.

The changes for the former list of city school systems have been chiefly four: (a) moving certain districts to a higher population group; (b) including county-unit school systems as urban districts when they contain a city of 30,000 or more population or when half the population is in urban areas; (c) including town school systems as urban districts when half the population is in a city or cities located therein, or when the town is located within the urban-fringe areas of a large city; and (d) omitting cities of less than 30,000

TABLE 1.—NUMBER OF URBAN SCHOOL DISTRICTS INCLUDED IN STUDY

Group number	Population ranges	Number of urban school districts according to 1950 population	Number of urban school districts reporting	Percent replying
1	2	3	4	5
I	500,000 and over	18	18	100.0%
II	100,000–499,999	124	112	90.3
III	30,000– 99,999	414	352	85.0
IV	10,000– 29,999	1,227	850	69.3
V	5,000– 9,999	1,219	734	60.2
VI	2,500– 4,999	829	427	51.5
Total		3,831	2,493	65.1%

population if they are parts of county units that are predominantly rural.

The districts are grouped by population. Group I includes urban school districts 500,000 or more in population; Group II, districts 100,000 to 499,999 in population; Group III, districts 30,000 to 99,999 in population; and so on thru Group VI. See Table 1 on page 69.

The six population groups as defined in columns 1 and 2 of Table 1 are used consistently thruout this bulletin and are referred to by Roman numerals. The use of the group designations, both in text and tables, conserves space and avoids cumbersome repetition of the population limits.

Cautions in Using Data

In making comparisons of trends, the following must be kept in mind:

First, no attempt has been made to revise the figures shown in this bulletin for former years to conform to the changes begun in 1952-53 in the classification of school districts. The salaries shown in earlier years are slightly higher than they would have been if the new classification had been used. An exception is Group I, which was not changed by the new classification.

Second, the population groupings used are based on census data recorded only once a decade, while in each year a few districts cross the line into new population groups, usually to a higher group. Because the census years were 1930, 1940, and 1950, median salaries shown for 1930-31, 1940-41, and 1950-51 are probably closely representative of the true population groupings. The salaries in an intercensus year, such as 1956-57, because the shifts in population are not represented in the classification of districts, are higher than they would be if larger districts had been moved to the next higher group and smaller districts added from the next lower group.

Third, because school salaries change thruout the year, and each report is based on figures reported early in the school year, the figures shown here are slightly lower than if end-of-the-year figures could have been used.

Altho the influence of these shifts has not been fully explored, it is probable that the net effect is to show in this bulletin slightly lower salaries than if the data had been collected near the end of the school year.

Change in Inquiry Form

In 1952-53 the section which requests salaries paid administrative and supervisory officers was changed on the inquiry forms sent to urban school districts over 30,000 in population. This change consisted mainly of separating the directors and supervisors from the assistant directors and assistant supervisors, who in previous years had been grouped together.

Owing to this change, median salaries for these school employees are not included in Tables 2, 3, and 4 because comparable salary trends are not available. However, the median salaries paid in 1956-57 to all types of directors and supervisors and of assistant directors and assistant supervisors are shown in Table 5 for urban school districts over 30,000 in population.

Size of Sample

Table 1 shows the classifications used, the number of urban school districts in each of the six population groups, and the number and percent of usable replies.

A total of 2493 urban school districts is included in the salary survey for this year. This is more than the total reporting in any other year except 1952-53.

This study covers 65.1 percent of all urban school districts above 2500 in population and 86.7 percent of those with more than 30,000 population. It is estimated that 86 percent of all employees in urban school systems in the United States are included in the tabulations. The number of school employees of all classes included in this study is 683,640. This is an increase of 68,912 over 1954-55.

II. Trends in Salaries Paid, 1930-31 to 1956-57

The NEA Research Division's salary surveys make it possible to compare median[1] salaries of school employees for more than a quarter of a century. Tables 2, 3, 4, 6, 7, and 8 show periodic comparisons for selected years since 1930-31. The cautions given in Section I of this bulletin should be kept in mind, however, when using these comparisons.

General Trends Since 1930-31

In 1930-31 the salaries of teachers in urban school districts stood at their highest point up to that date both in total amount and in purchasing power. A year or two thereafter the economic depression led to widespread unemployment and curtailment of salaries. The medians reached their lowest levels in the school year 1934-35.

The 1936-37 and 1938-39 surveys revealed medians of salaries progressively higher than those in the 1934-35 study. With the exception of Group I, there were continued increases from 1938-39 to 1940-41. By 1940-41 the medians in Groups I thru IV equaled or exceeded those reported for the same groups in 1930-31. Not until 1942-43, however, had Groups V and VI restored the depression cuts so that the median salaries approximated those of 1930-31.

The 1944-45 and 1946-47 surveys showed a definite upward turn of the medians for most types of school positions in all groups, which was greatly intensified in the 1948-49 report. The 1950-51 increase leveled off almost to the slow recovery rate of the late 1930's, but each succeeding report since 1950-51 has shown a sharp upward trend.

The median salaries paid, as shown by the present bulletin, are the highest reported to date in this series of biennial surveys. To say this, however, is to give but part of the picture since the vital question to the individual is the *purchasing power of the take-home pay*. This question will be discussed later in the present section (page 79).

Trends of Salaries in Specific Groups

The number of school districts reporting for each type of school employee is shown in Tables 2 thru 8. The relative frequency with which school districts report a particular type of employee should be considered in any use of the figures given in this bulletin. For example, in Group I (see Table 2) the median shown for supervising junior high-school deans and department heads for 1956-57 is $8046 and that for supervising junior high-school assistant principals is $7394. From this it would appear that supervising deans and department heads were being paid higher salaries than the supervising assistant principals, but such is not the case.

The first mentioned positions were reported by only two districts, paying relatively high salaries, while positions of the second type were reported by 10 districts. The comparable median salary paid the supervising junior high-school assistant principals for the two districts also reporting supervising deans and department heads is $8136. This illustrates the importance of the use of column 2 of Tables 2, 3, 4, 6, 7, and 8 in making comparisons among the various types of employees.

The tables in this section show the median salaries paid to various types of school personnel—classroom teachers, deans and assistant principals, principals, administrative and supervisory staff, and secretarial and other positions. The discussion will be limited to the median salaries of classroom teachers, principals, and superintendents of schools.

Classroom teachers—The median salaries of all classroom teachers in 1956-57 are as follows for urban school districts of the various sizes: Group I, $5834; Group II, $4574; Group III, $4682; Group IV, $4489; Group V, $4240; and Group VI, $4077. These medians are from 13 to 9 percent higher than the comparable medians of 1954-55; they are from 212 to 128 percent higher than the similar medians of the 1930-31 survey. Practically all of this increase has occurred since 1940-41, as it was not until that year that the median salaries for most population groups had climbed back to the 1930-31 levels after the cuts of the depression years.

In addition to the generally substantial rise in actual salaries paid to classroom teachers

[1] Those not familiar with the term *median* may look upon it as having, for ordinary purposes, the same general significance as the familiar arithmetic mean or average. More specifically, the best paid 50 percent of a group of teachers receive salaries equal to, or greater than, the median salary, and the poorest paid 50 percent of a group of teachers receive salaries equal to, or less than, the median.

since 1940-41, three other major trends in teachers' salaries have been present thru all or part of the past quarter-century. The first of these has been the reduction in the differences in the salaries paid in the various population groups. This change, like the general increase in amounts paid, has occurred chiefly since 1940-41. In 1930-31 the median salary paid in Group I districts was 90.7 percent higher than that paid in Group VI districts; in 1940-41 the difference was even greater, 112.7 percent; but in 1956-57 it was down to 43.1 percent.

The extreme differences between large districts and small districts in amounts of salary was one of the major causes of a higher em-

TABLE 2.—TRENDS IN SALARIES PAID EMPLOYEES IN URBAN SCHOOL DISTRICTS OVER 500,000 IN POPULATION, 1930-31 TO 1956-57 (GROUP I)

Type of school employee	Number of systems reporting each type of employee in 1956-57	Median salaries paid in					Percent of increase			
		1930-31	1940-41	1950-51	1954-55	1956-57	1930-31 1956-57	1940-41 1956-57	1950-51 1956-57	1954-55 1956-57
1	2	3	4	5	6	7	8	9	10	11
Classroom teachers:										
Kindergarten	13	$2,320	$2,371	$4,029	$4,850	$5,211	124.6%	119.8%	29.3%	7.4%
Elementary school	18	2,407	2,434	4,172	5,110	5,579	131.8	129.2	33.7	9.2
Atypical classes	13	2,600	2,450	4,341	5,242	5,587	114.9	128.0	28.7	6.6
Junior high school	14	2,694	2,801	4,501	4,931	5,565	106.6	98.7	23.6	12.9
High school	18	3,061	3,106	4,947	5,864	6,326	106.7	103.7	27.9	7.9
Junior college	5	.....	.....	4,768	6,373	6,503	....	....	36.4	2.0
Part-time or continuation school	5	2,878	2,818	4,005	4,855	5,056	75.7	79.4	26.2	4.1
Total all regular classroom teachers[a]	18	2,492	2,708	4,456	5,287	5,834	134.1	115.4	30.9	10.3
Teaching department heads, deans, and assistant principals:										
Junior high school[b]	3	.....	.....	.....	.....	6,895	....	....	....	....
High school[b]	3	.....	.....	.....	.....	7,046	....	....	....	....
Supervising deans, department heads, and assistant principals:										
Elementary school:										
Assistant principals	10	4,380	4,665	5,687	7,475	8,557	95.4	83.4	50.5	14.5
Junior high school:										
Deans and department heads[b]	2	.....	.....	.....	.....	8,046	....	....	.....	....
Assistant principals	10	3,677	4,610	6,126	6,913	7,394	101.1	60.4	20.7	7.0
High school:										
Deans[b]	2	.....	.....	.....	.....	6,643	....	....	....	....
Department heads	4	.....	.....	5,684	8,056	9,146	....	....	60.9	13.5
Assistant principals	17	5,643	4,161	6,375	8,045	9,023	59.9	16.8	41.5	12.2
Junior college:										
Deans, department heads, and assistant principals[b]	4	.....	.....	.....	.....	10,813	....	....	....	....
Principals:										
Teaching elementary school	0	2,760	3,439	4,720	*	*	....	....	....	....
Supervising elementary school	18	4,135	3,966	6,283	7,956	9,101	120.1	129.5	44.9	14.4
Total elementary school	18	4,104	3,944	6,279	7,956	9,101	121.8	130.8	44.9	14.4
Junior high school	14	4,969	5,134	7,115	8,600	9,439	90.0	83.9	32.7	9.8
High school	18	5,674	5,412	8,107	9,692	10,788	90.1	99.3	33.1	11.3
Junior college	5	.....	.....	9,600	11,750	13,750	....	.....	43.2	17.0
Part-time, continuation, or adult education school	6	5,500	5,083	7,684	9,261	10,707	94.7	110.6	39.3	15.6
Administrative and supervisory staff:[d]										
Superintendents of schools	18	15,100	13,200	18,333	20,750	22,000	45.7	66.7	20.0	6.0
Associate, assistant, or deputy superintendents	18	7,583	6,482	10,679	13,022	16,000	111.0	146.8	49.8	22.9
Administrative assistants	14	.....	.....	7,350	8,439	10,075	....	....	37.1	19.4
Secretaries of boards of education	13	6,250	4,800	8,750	10,294	12,000	92.0	150.0	37.1	16.6
Business managers	9	8,500	7,750	10,667	13,889	16,000	88.2	106.5	50.0	15.2
Other school employees:										
Secretarial and clerical employees:										
Secretaries to superintendents of schools	14	2,700	3,400	4,400	5,540	5,790	114.4	70.3	31.6	4.5
Clerks in principals' offices	15	1,519	1,480	2,619	3,382	3,863	154.3	161.0	47.5	14.2
Clerks in other administrative and supervisory offices	14	1,714	1,787	2,892	3,642	4,023	134.7	125.1	39.1	10.5
Nurses	10	1,924	1,926	3,240	4,319	4,623	140.3	140.0	42.7	7.0
Attendance officers	17	2,162	2,383	3,927	4,869	5,340	147.0	124.1	36.0	9.7

[a] Includes regular kindergarten, elementary-school, junior high-school, and high-school teachers.

[b] Owing to irregularity in reporting these positions, no comparisons for the various years can be made; therefore, only the median for the current year is shown.

[c] No teaching elementary-school principals reported for this year.

[d] Owing to changes in 1952–53 in the inquiry form used in collecting data on salaries of administrative and supervisory officers for urban school districts over 30,000 in population, only the few positions shown are comparable for the various years. (For further explanation, see page 70.)

ployment turnover in rural areas and small towns than in the large urban centers. As the salary differences have become less extreme, the differences in turnover rates have also become much less.

Thruout the period beginning with 1930-31, the median salaries in Group I have been substantially higher than in Group II, with Groups II thru VI relatively much closer together. Until 1954-55 the rank in level of salary was the same as the rank in population, but in that year the Group III median salary for all teachers was a few dollars above Group II, and in 1956-57 it was 2.4 percent higher. The percent of increase from 1954-55 to 1956-57 was less in Group II than in any other

TABLE 3.—TRENDS IN SALARIES PAID EMPLOYEES IN URBAN SCHOOL DISTRICTS 100,000 TO 500,000 IN POPULATION, 1930-31 TO 1956-57 (GROUP II)

Type of school employee	Number of systems reporting each type of employee in 1956-57	Median salaries paid in					Percent of increase			
		1930-31	1940-41	1950-51	1954-55	1956-57	1930-31 1956-57	1940-41 1956-57	1950-51 1956-57	1954-55 1956-57
1	2	3	4	5	6	7	8	9	10	11
Classroom teachers:										
Kindergarten	69	$1,843	$1,879	$3,409	$4,107	$4,565	147.7%	142.9%	33.9%	11.2%
Elementary school	107	1,866	1,901	3,395	4,055	4,442	138.0	133.7	30.8	9.5
Atypical classes	96	2,069	2,086	3,802	4,593	4,979	140.6	138.7	31.0	8.4
Junior high school	83	2,124	2,087	3,719	4,311	4,522	112.9	116.7	21.6	4.9
High school	111	2,412	2,288	3,995	4,650	5,028	108.5	119.8	25.9	8.1
Junior college	19	.....	.....	4,722	5,989	6,286	....	....	33.1	5.0
Part-time or continuation school[a]	30	.....	.....	.....	.....	4,653	....	....	....	....
Total all regular classroom teachers[b]	112	2,006	2,029	3,595	4,213	4,574	128.0	125.4	27.2	8.6
Teaching department heads, deans, and assistant principals:										
Junior high school[a]	8	.....	.....	.....	.....	5,575	....	....	....	....
High school	32	.....	.....	4,633	5,589	6,345	....	....	37.0	13.5
Supervising deans, department heads, and assistant principals:										
Elementary school:										
Assistant principals	36	2,485	3,029	4,740	5,539	6,342	155.2	109.4	33.8	14.5
Junior high school:										
Deans and department heads	24	.....	.....	3,600	5,800	6,490	....	....	80.3	11.9
Assistant principals	60	3,083	2,975	5,071	6,204	6,600	114.1	121.8	30.2	6.4
High school:										
Deans	56	2,792	2,677	4,868	5,705	6,187	121.6	131.1	27.1	8.4
Department heads	23	.....	.....	5,203	5,925	6,715	....	....	29.1	13.3
Assistant principals	101	3,498	3,265	5,208	6,572	7,202	105.9	120.6	38.3	9.6
Junior college:										
Deans, department heads, and assistant principals	17	.....	.....	5,411	7,987	8,760	....	....	61.9	9.7
Principals:										
Teaching elementary school	41	2,330	2,088	3,990	4,278	4,905	110.5	134.9	22.9	14.7
Supervising elementary school	107	3,076	2,948	5,001	6,321	7,007	127.8	137.7	40.1	10.9
Total elementary school	107	2,940	2,860	4,955	6,158	6,869	133.6	140.2	38.6	11.5
Junior high school	89	3,805	3,761	5,649	6,870	7,481	96.6	98.9	32.4	8.9
High school	111	4,547	4,183	6,291	7,373	8,232	81.0	96.8	30.9	11.7
Junior college	19	.....	.....	7,500	8,867	9,833	....	....	31.1	10.9
Part-time, continuation, or adult education school	27	3,500	3,600	6,125	7,475	8,575	145.0	138.2	40.0	14.7
Administrative and supervisory staff:[c]										
Superintendents of schools	110	9,071	8,237	11,909	14,000	16,000	76.4	94.2	34.4	14.3
Associate, assistant, or deputy superintendents	87	5,180	5,324	7,944	9,600	11,000	112.4	106.6	38.5	14.6
Administrative assistants to superintendents	42	.....	.....	6,286	7,803	8,900	....	....	41.6	14.1
Secretaries of boards of education	39	4,088	3,400	6,156	7,372	8,000	95.7	135.3	30.0	8.5
Business managers	57	5,083	4,700	7,000	8,340	9,240	81.8	96.6	32.0	10.8
Other school employees:										
Secretarial and clerical employees:										
Secretaries to superintendents of schools	96	2,214	1,990	3,250	4,000	4,490	102.8	125.6	38.2	12.3
Clerks in principals' offices	104	1,049	1,021	2,053	2,577	2,821	168.9	176.3	37.4	9.5
Clerks in other administrative and supervisory offices	106	1,398	1,347	2,485	3,072	3,300	136.1	145.0	32.8	7.4
Nurses	86	1,628	1,701	3,132	4,021	4,461	174.0	162.3	42.4	10.9
Attendance officers	80	1,878	1,941	3,447	4,389	4,923	162.1	153.6	42.8	12.2

[a] Owing to irregularity in reporting these positions, no comparisons for the various years can be made; therefore, only the median for the current year is shown.

[b] Includes regular kindergarten, elementary-school, junior high-school, and high-school teachers.

[c] Owing to changes in 1952–53 in the inquiry form used in collecting data on salaries of administrative and supervisory officers for urban school districts over 30,000 in population, only the few positions shown are comparable for the various years. (For further explanation, see page 70.)

group. Should the present trends continue, the Group II medians may even fall below those of Group IV in the next two years.

The second major trend has been the closing of the gap which existed in 1930-31 between the median salaries of classroom teachers and those of certain groups of administrators. In Group I the median salaries of all classroom teachers advanced 134.1 percent between 1930-31 and 1956-57, while in this same period the median salaries of junior high-school principals increased only 90.0 percent, senior high-school principals 90.1 percent, and superintendents 45.7 percent. Elementary-school principals showed more increase in median salary than other administrators, with an advance of 121.8 percent altho this was somewhat lower than the increase for classroom teachers.

TABLE 4.—TRENDS IN SALARIES PAID EMPLOYEES IN URBAN SCHOOL DISTRICTS 30,000 TO 100,000 IN POPULATION, 1930-31 TO 1956-57 (GROUP III)

Type of school employee	Number of systems reporting each type of employee in 1956-57	Median salaries paid in					Percent of increase			
		1930-31	1940-41	1950-51	1954-55	1956-57	1930-31 1956-57	1940-41 1956-57	1950-51 1956-57	1954-55 1956-57
1	2	3	4	5	6	7	8	9	10	11
Classroom teachers:										
Kindergarten	213	$1,609	$1,683	$3,216	$4,041	$4,608	186.4%	173.8%	43.2%	14.0%
Elementary school	317	1,609	1,608	3,231	4,028	4,454	176.8	177.0	37.9	10.6
Atypical classes	245	1,850	1,787	3,577	4,458	4,888	164.2	173.5	36.7	9.6
Junior high school	243	1,860	1,847	3,569	4,382	4,783	157.2	159.0	34.0	9.2
High school	330	2,111	2,039	3,782	4,686	5,135	143.2	151.8	35.8	9.6
Junior college	24	.....	.....	4,281	5,566	5,918	....	....	38.2	6.3
Part-time or continuation school	25	2,166	2,106	3,364	4,294	4,638	114.1	120.2	37.9	8.0
Total all regular classroom teachers[a]	352	1,760	1,763	3,407	4,242	4,682	166.0	165.6	37.4	10.4
Teaching department heads, deans, and assistant principals:										
Junior high school	41	.....	.....	4,286	5,200	5,617	....	....	31.1	8.0
High school	118	.....	.....	4,518	5,468	6,183	....	....	36.9	13.1
Supervising deans, department heads, and assistant principals:										
Elementary school:										
Assistant principals	51	2,756	2,067	4,367	5,625	6,227	125.9	201.3	42.6	10.7
Junior high school:										
Deans and department heads	48	.....	.....	4,392	5,431	6,133	....	....	39.6	12.9
Assistant principals	118	2,743	2,667	4,524	5,729	6,482	136.3	143.0	43.3	13.1
High school:										
Deans	129	2,523	2,460	4,889	5,915	6,664	164.1	170.9	36.3	12.7
Department heads	47	.....	.....	4,659	5,976	6,483	....	....	39.2	8.5
Assistant principals	247	3,053	3,093	5,093	6,259	7,005	129.4	126.5	37.5	11.9
Junior college:										
Deans, department heads, and assistant principals	19	.....	.....	5,611	6,950	7,736	....	....	37.9	11.3
Principals:										
Teaching elementary school	92	2,011	1,893	3,664	4,677	5,174	157.3	173.3	41.2	10.6
Supervising elementary school	310	2,646	2,470	4,629	5,897	6,538	147.1	164.7	41.2	10.9
Total elementary school	317	2,380	2,238	4,392	5,725	6,350	166.8	183.7	44.6	10.9
Junior high school	241	3,353	3,175	5,257	6,500	7,198	114.7	126.7	36.9	10.7
High school	316	4,281	4,000	5,967	7,255	7,958	85.9	99.0	33.4	9.7
Junior college	32	.....	.....	6,292	8,400	9,500	....	....	51.0	13.1
Part-time, continuation, or adult education school	21	3,050	3,150	6,000	7,733	8,700	185.2	176.2	45.0	12.5
Administrative and supervisory staff:[b]										
Superintendents of schools	350	6,758	6,116	9,177	11,400	12,700	87.9	107.7	38.4	11.4
Associate, assistant, or deputy superintendents	204	4,587	4,333	6,929	8,500	9,750	112.6	125.0	40.7	14.7
Administrative assistants	87	.....	.....	6,038	7,325	8,000	....	....	32.5	9.2
Secretaries of boards of education	89	2,514	2,660	5,118	6,300	6,800	170.5	155.6	32.9	7.9
Business managers	180	3,690	3,457	5,896	7,400	8,090	119.2	134.0	37.2	9.3
Other school employees:										
Secretarial and clerical employees:										
Secretaries to superintendents of schools	307	1,815	1,663	2,982	3,700	4,200	131.4	152.6	40.8	13.5
Clerks in principals' offices	311	1,046	986	2,120	2,591	2,829	170.5	186.9	33.4	9.2
Clerks in other administrative and supervisory offices	311	1,268	1,232	2,306	2,996	3,250	156.3	163.8	35.6	8.5
Nurses	263	1,651	1,629	3,063	3,994	4,424	168.0	171.6	44.4	10.8
Attendance officers	121	1,736	1,578	3,035	3,742	4,106	136.5	160.2	35.3	9.7

[a] Includes regular kindergarten, elementary-school, junior high-school, and high-school teachers.

[b] Owing to changes in 1952–53 in the inquiry form used in collecting data on salaries of administrative and supervisory officers for urban school districts over 30,000 in population, only the few positions shown are comparable for the various years. (For further explanation, see page 70.)

In the smaller cities, likewise, classroom teachers' median salaries have increased much more than those of secondary-school principals and superintendents, but the elementary-school principals have shown more nearly the same advances as classroom teachers.

The reasons for this trend are not hard to find. Generally speaking, before World War

TABLE 5.—MEDIAN SALARIES PAID ADMINISTRATIVE AND SUPERVISORY STAFF IN URBAN SCHOOL DISTRICTS OVER 30,000 IN POPULATION

Types of positions	Group I[a]			Group II[a]			Group III[a]		
	Number of systems reporting each type of position	Total number of positions reported	Median salaries paid	Number of systems reporting each type of position	Total number of positions reported	Median salaries paid	Number of systems reporting each type of position	Total number of positions reported	Median salaries paid
1	2	3	4	5	6	7	8	9	10
General Administration:									
Superintendents of schools	18	18	$22,000	110	110	$16,000	350	350	$12,700
Deputy superintendents	8	10	13,350	17	22	12,075	16	18	11,769
Associate superintendents	7	29	18,750	8	8	12,773	3	3	.....
Assistant superintendents	16	113	15,960	85	216	11,000	185	233	9,500
Administrative assistants to superintendents	14	20	10,075	42	53	8,900	87	103	8,000
Secretaries of boards of education	13	13	12,000	39	39	8,000	89	89	6,800
Business Administration:									
Business managers	9	9	16,000	57	57	9,240	180	180	8,090
Assistant business managers	7	7	9,709	27	29	6,900	38	38	6,125
Purchasing officers	15	39	8,800	65	75	6,250	79	79	6,000
Auditors	7	10	9,046	32	44	5,718	15	15	4,600
Accountants	15	61	6,900	70	102	5,532	98	98	5,000
Heads, planning and construction	8	8	10,339	32	32	8,601	24	24	7,840
Heads, operation and maintenance	10	10	9,855	63	63	7,440	211	213	6,500
Educational divisions:									
Directors and supervisors of:									
Elementary education	14	75	8,540	85	210	7,290	200	291	6,810
Secondary education	10	36	8,563	42	74	7,893	56	64	7,800
Adult education	12	19	9,100	32	56	7,945	68	71	7,500
Veterans' education	3	3	.....	6	6	6,605	7	7	5,000
Special education	16	58	9,545	67	74	7,409	77	80	6,710
Assistant directors and assistant supervisors of:									
Elementary education	9	80	9,310	25	60	6,750	9	16	7,068
Secondary education	5	48	9,850	6	15	7,793	2	3	.....
Adult education	8	37	8,500	10	24	7,540	4	4	.....
Special education	6	47	8,500	10	16	6,538	5	6	6,863
Special subjects:									
Directors and supervisors of:									
Vocational education	12	37	9,200	60	85	7,800	108	110	7,050
Physical and health education	17	67	8,150	98	140	7,389	213	261	6,700
Art	14	42	8,125	80	89	7,317	186	202	6,000
Music	16	61	8,250	95	137	7,230	238	333	6,300
Manual or industrial arts	12	43	7,750	48	54	7,591	59	59	6,779
Home economics	16	27	8,250	57	57	7,100	71	72	6,183
Assistant directors and assistant supervisors of:									
Vocational education	6	17	6,656	14	42	7,250	...	...	.....
Physical and health education	13	38	7,293	35	55	6,670	...	...	.....
Art	7	22	6,747	21	34	6,504	...	...	.....
Music	8	54	5,924	27	49	6,600	...	...	.....
Manual or industrial arts	3	7	6,768	7	9	7,600	...	...	.....
Home economics	3	5	8,500	9	12	6,187	...	...	.....
Special services:									
Directors and supervisors of:									
Research, tests, etc.	15	26	10,075	57	65	7,760	93	99	6,830
Pupil personnel	10	37	7,750	34	43	8,048	55	56	7,090
Attendance	8	19	11,508	54	75	6,500	131	147	5,825
Curriculum	9	18	7,775	37	44	8,390	61	73	7,800
Employee personnel	13	16	10,650	35	38	7,658	15	15	8,940
Audio-visual education	17	31	9,300	82	105	7,550	126	131	6,300
School library services	11	20	9,338	37	47	7,000	75	97	5,800
Health services	12	31	7,800	40	53	8,000	69	70	6,300
School lunch services	18	27	8,220	86	112	6,400	178	190	5,011
Transportation	7	7	6,360	23	23	6,504	47	47	5,484
Assistant directors and assistant supervisors of:									
Research, tests, etc.	10	46	7,150	15	24	6,626	11	13	5,545
Pupil personnel	5	15	9,850	8	10	6,325	4	6	6,563
Attendance	7	54	8,775	11	19	6,750	7	8	4,600
Curriculum	4	32	9,564	9	51	6,196	2	3	.....
Employee personnel	8	34	9,455	13	21	6,092	2	2	.....
Audio-visual education	13	43	7,000	22	38	6,300	6	8	6,100
School library services	5	30	7,692	10	15	6,400	5	6	6,395
Health services	7	64	11,500	10	14	6,913	2	2	.....
School lunch services	11	50	6,300	21	28	5,014	17	18	4,415
Transportation	3	5	5,990	3	6	5,020	1	1	.....

[a] For population ranges, see Table 1, page 69.

II the salaries of classroom teachers were exceptionally low, especially in the elementary schools. As the teacher shortage and cost of living increased during the war years, relatively large proportions of any additional funds were put into salaries of classroom teachers

TABLE 6.—TRENDS IN SALARIES PAID EMPLOYEES IN URBAN SCHOOL DISTRICTS 10,000 TO 30,000 IN POPULATION, 1930-31 TO 1956-57 (GROUP IV)

Type of school employee	Number of systems reporting each type of employee in 1956-57	Median salaries paid in					Percent of increase			
		1930-31	1940-41	1950-51	1954-55	1956-57	1930-31 1956-57	1940-41 1956-57	1950-51 1956-57	1954-55 1956-57
1	2	3	4	5	6	7	8	9	10	11
Classroom teachers:										
Elementary school[a]	788	$1,428	$1,432	$2,998	$3,857	$4,317	202.3%	201.5%	44.0%	11.9%
Junior high school	447	1,619	1,597	3,204	4,103	4,540	180.4	184.3	41.7	10.7
High school	762	1,876	1,803	3,490	4,385	4,866	159.4	169.9	39.4	11.0
Junior college	29	.....	.....	4,104	4,835	5,528	....	....	34.7	14.3
Part-time or continuation school	29	1,864	1,660	3,665	4,388	4,892	162.4	194.7	33.5	11.5
Total all regular classroom teachers[b]	850	1,552	1,551	3,150	4,034	4,489	189.2	189.4	42.5	11.3
Supervising assistant principals, deans, and department heads:										
Junior high school	121	.....	.....	4,600	5,436	5,960	....	....	29.6	9.6
High school	380	.....	.....	4,729	5,717	6,506	....	....	37.6	13.8
Junior college	14	.....	.....	5,200	6,110	7,500	....	....	44.2	22.7
Principals:										
Elementary school:										
Teaching	349	1,742	1,686	3,357	4,357	4,927	182.8	192.2	46.8	13.1
Supervising	688	2,349	2,220	4,365	5,479	6,185	163.3	178.6	41.7	12.9
Total	765	1,900	1,848	3,828	5,066	5,710	200.5	209.0	49.2	12.7
Junior high school:										
Teaching	14	.....	.....	2,894	4,183	5,300	....	....	83.1	26.7
Supervising	412	.....	.....	4,652	5,888	6,571	....	....	41.3	11.6
Total	418	2,763	2,598	4,579	5,824	6,538	136.6	151.7	42.8	12.3
High school:										
Teaching	27	.....	.....	4,100	4,775	5,500	....	....	34.1	15.2
Supervising	724	.....	.....	5,154	6,366	7,143	....	....	38.6	12.2
Total	728	3,613	3,303	5,123	6,328	7,109	96.8	115.2	38.8	12.3
Junior college presidents, principals, or chief administrators	32	.....	.....	5,900	6,560	8,063	....	....	36.7	22.9
Administrative and supervisory staff:										
Superintendents of schools	836	5,149	4,693	7,375	9,033	10,056	95.3	114.3	36.4	11.3
Assistant superintendents	225	2,950	3,125	6,097	7,286	8,264	180.1	164.4	35.5	13.4
Secretaries of boards of education	258	1,250	1,288	3,020	4,208	4,450	256.0	245.5	47.4	5.8
Business managers	214	3,200	2,625	4,582	6,028	6,667	108.3	154.0	45.5	10.6
Superintendents of buildings and grounds	442	2,175	2,108	3,930	4,832	5,240	140.9	148.6	33.3	8.4
Directors and supervisors of:										
Educational divisions:										
Elementary education	294	.....	.....	4,513	5,556	6,263	....	....	38.8	12.7
Secondary education	32	.....	.....	.....	6,150	6,750	....	....	....	9.8
Adult education	78	.....	.....	5,250	6,025	6,700	....	....	27.6	11.2
Special education	104	.....	.....	.....	4,067	5,079	....	....	....	24.9
Special subjects:										
Vocational education	92	3,017	2,517	4,446	5,486	6,275	108.0	149.3	41.1	14.4
Physical and health education	207	2,009	2,044	4,194	5,211	5,792	188.3	183.4	38.1	11.1
Art	177	1,826	1,824	3,583	4,485	5,179	183.6	183.9	44.5	15.5
Music	308	1,943	1,895	3,744	4,728	5,325	174.1	181.0	42.2	12.6
Manual or industrial arts	45	2,194	2,040	3,750	5,050	5,500	150.7	169.6	46.7	8.9
Home economics	35	1,718	1,675	3,325	4,430	4,750	176.5	183.6	42.9	7.2
Special services:										
Research, tests, etc.	46	2,150	2,250	4,144	5,567	6,050	181.4	168.9	46.0	8.7
Guidance	262	.....	.....	4,233	5,087	5,600	....	....	32.3	10.1
Pupil personnel	42	.....	.....	.....	5,050	6,350	....	....	....	25.7
Curriculum	95	.....	.....	.....	6,150	6,867	....	....	....	11.7
Audio-visual education	76	.....	.....	.....	5,200	6,000	....	....	....	15.4
School library services	165	.....	.....	3,508	4,694	5,275	....	....	50.4	12.4
Health services	51	.....	.....	.....	5,250	5,400	....	....	....	2.9
School lunch services	269	.....	.....	3,133	3,892	4,025	....	....	28.5	3.4
Transportation	91	.....	.....	.....	4,425	4,825	....	....	....	9.0
Other school employees:										
Secretarial and clerical employees:										
Secretaries to superintendents of schools	709	1,453	1,369	2,666	3,349	3,665	152.2	167.7	37.5	9.4
Clerks in principals' offices	722	966	889	1,883	2,398	2,615	170.7	194.2	38.9	9.0
Clerks in other administrative and supervisory offices	635	1,113	1,061	2,202	2,762	3,079	176.6	190.2	39.8	11.5
Janitors	767	1,360	1,324	2,512	3,238	3,474	155.4	162.4	38.3	7.3
Nurses	621	1,762	1,599	3,042	3,827	4,374	148.2	173.5	43.8	14.3
Attendance officers	269	1,195	1,236	2,828	3,660	3,967	232.0	221.0	40.3	8.4

[a] Includes kindergarten teachers.

[b] Includes regular kindergarten, elementary-school, junior high-school, and high-school teachers.

in order to hold the staffs. The increase in state aid for salary purposes and the tendency to raise the minimum salaries for the inexperienced teachers in order to attract properly trained persons to take care of the ever increasing enrolments are other factors that have pushed up the salaries of classroom teachers more rapidly than those of administrators.

TABLE 7.—TRENDS IN SALARIES PAID EMPLOYEES IN URBAN SCHOOL DISTRICTS 5,000 TO 10,000 IN POPULATION, 1930-31 TO 1956-57 (GROUP V)

Type of school employee	Number of systems reporting each type of employee in 1956-57	Median salaries paid in					Percent of increase			
		1930-31	1940-41	1950-51	1954-55	1956-57	1930-31 1956-57	1940-41 1956-57	1950-51 1956-57	1954-55 1956-57
1	2	3	4	5	6	7	8	9	10	11
Classroom teachers:										
Elementary school[a]	704	$1,303	$1,289	$2,831	$3,591	$4,086	213.6%	217.0%	44.3%	13.8%
Junior high school	240	1,494	1,452	3,005	3,751	4,282	186.6	194.9	42.5	14.2
High school	638	1,692	1,626	3,220	4,021	4,496	165.7	176.5	39.6	11.8
Junior college	5	.....	.....	3,632	3,875	4,500	....	....	23.9	16.1
Part-time or continuation school	7	1,454	850	3,790	4,450	5,300	264.5	523.5	39.8	19.1
Total all regular classroom teachers[b]	734	1,434	1,424	2,985	3,745	4,240	195.7	197.8	42.0	13.2
Supervising assistant principals, deans, and department heads:										
Junior high school	14	.....	.....	.....	.....	5,967	....	....	....	....
High school	126	.....	.....	4,464	5,211	5,927	....	....	32.8	13.7
Principals:										
Elementary school:										
Teaching	303	1,583	1,494	3,210	3,996	4,550	190.0	207.2	43.0	14.9
Supervising	548	2,239	2,081	4,147	5,175	5,851	161.3	181.2	41.1	13.1
Total	664	1,653	1,578	3,503	4,538	5,289	220.0	235.2	51.0	16.5
Junior high school:										
Teaching	28	.....	.....	3,350	4,290	4,850	....	....	44.8	13.1
Supervising	184	.....	.....	4,267	5,262	5,963	....	....	39.7	13.3
Total	210	2,184	1,992	4,013	5,025	5,724	162.1	187.3	42.6	13.9
High school:										
Teaching	30	.....	.....	3,433	4,200	5,050	....	....	47.1	20.2
Supervising	594	.....	.....	4,591	5,607	6,304	....	....	37.3	12.4
Total	602	2,825	2,596	4,548	5,544	6,243	121.0	140.5	37.3	12.6
Junior college presidents, principals, or chief administrator	7	.....	.....	4,450	5,300	7,100	....	....	59.6	34.0
Administrative and supervisory staff:										
Superintendents of schools	721	4,188	3,780	6,345	7,557	8,493	102.8	124.7	33.9	12.4
Assistant superintendents	69	3,300	2,750	5,417	6,625	7,600	130.3	176.4	40.3	14.7
Secretaries of boards of education	198	558	656	2,000	2,771	3,325	495.9	406.9	66.3	20.0
Business managers	88	2,500	2,150	4,178	5,136	6,075	143.0	182.6	45.4	18.3
Superintendents of buildings and grounds	161	1,900	2,117	3,626	4,192	4,550	139.5	114.9	25.5	8.5
Directors and supervisors of:										
Educational divisions:										
Elementary education	127	.....	.....	4,150	5,055	5,867	....	....	41.4	16.1
Secondary education	10	.....	.....	.....	5,350	6,800	....	....	....	27.1
Adult education	8	.....	.....	.....	.....	6,600	....	....	....	....
Special education	26	.....	.....	.....	4,150	4,900	....	....	....	18.1
Special subjects:										
Vocational education	14	2,350	2,225	4,171	4,858	5,825	147.9	161.8	39.7	19.9
Physical and health education	60	1,884	1,791	3,700	4,350	5,250	178.7	193.1	41.9	20.7
Art	60	1,688	1,595	3,067	3,850	4,425	162.1	177.4	44.3	14.9
Music	102	1,729	1,638	3,347	4,160	4,813	178.4	193.8	43.8	15.7
Manual or industrial arts	14	2,041	1,791	3,433	4,000	4,950	142.5	176.4	44.2	23.8
Home economics	17	1,613	1,494	2,900	3,625	4,350	169.7	191.2	50.0	20.0
Special services:										
Research, tests, etc.	9	.....	.....	.....	.....	5,750	....	....	....	....
Guidance	142	.....	.....	3,960	4,707	5,322	....	....	34.4	13.1
Pupil personnel	17	.....	.....	.....	4,450	4,975	....	....	....	11.8
Curriculum	21	.....	.....	.....	5,650	6,325	....	....	....	11.9
Audio-visual education	12	.....	.....	.....	4,750	5,500	....	....	....	15.8
School library services	92	.....	.....	3,300	4,031	4,717	....	....	42.9	17.0
School lunch services	115	.....	.....	3,100	3,300	3,483	....	....	12.4	5.[c]
Transportation	49	.....	.....	.....	3,692	4,300	....	....	....	16.5
Other school employees:										
Secretarial and clerical employees:										
Secretaries to superintendents of schools	556	1,192	1,142	2,341	2,867	3,194	168.0	179.7	36.4	11.4
Clerks in principals' offices	502	800	796	1,825	2,257	2,452	206.5	208.0	34.4	8.6
Clerks in other administrative and supervisory offices	286	1,057	896	2,050	2,600	2,971	181.1	231.6	44.9	14.3
Janitors	664	1,275	1,215	2,401	3,044	3,278	157.1	169.8	36.5	7.7
Nurses	402	1,641	1,525	2,850	3,593	4,138	152.2	171.3	45.2	15.2
Attendance officers	57	.....	.....	2,433	2,850	3,583	....	....	47.3	25.7

[a] Includes kindergarten teachers.
[b] Includes regular kindergarten, elementary-school, junior high-school, and high-school teachers.

The third trend has been the relative reduction since 1930-31 of the gaps among the various types of classroom teachers. In Group I, for example, as in all other groups, salaries of elementary-school teachers were lower than those of secondary-school teachers both in 1930-31 and 1956-57. But the elementary-school teachers' median salary had increased 131.8 percent, and that of high-school teachers only 106.7 percent, from 1930-31 to 1956-57.

Similarly it is generally true for the other urban groups (see pages 73, 74, 76, 77, and 78) that the relative differences among the median salaries of the various types of classroom teachers are substantially less this year than in 1930-31. Undoubtedly the main reason for this change has been the widespread adoption of the single-salary schedule idea.

Principals—To a considerable extent the trends in the medians of classroom teachers'

TABLE 8.—TRENDS IN SALARIES PAID EMPLOYEES IN URBAN SCHOOL DISTRICTS 2,500 TO 5,000 IN POPULATION, 1930-31 TO 1956-57 (GROUP VI)

Type of school employee	Number of systems reporting each type of employee in 1956-57	Median salaries paid in					Percent of increase			
		1930-31	1940-41	1950-51	1954-55	1956-57	1930-31 1956-57	1940-41 1956-57	1950-51 1956-57	1954-55 1956-57
1	2	3	4	5	6	7	8	9	10	11
Classroom teachers:										
Elementary school[a]	423	$1,162	$1,149	$2,683	$3,465	$3,946	239.6%	243.4%	47.1%	13.9%
Junior high school[a]	104	1,360	1,301	2,903	3,579	3,875	184.9	197.8	33.5	8.3
High school	326	1,547	1,428	3,067	3,848	4,297	177.8	200.9	40.1	11.7
Part-time or continuation school	11	.....	.....	3,693	4,200	4,860	....	....	31.6	15.7
Total all regular classroom teachers[b]	427	1,307	1,273	2,831	3,613	4,077	211.9	220.3	44.0	12.8
Supervising assistant principals, deans, and department heads:										
High school	28	.....	.....	4,350	4,767	5,300	....	....	21.8	11.2
Principals:										
Elementary school:										
Teaching	147	1,409	1,350	3,001	3,919	4,395	211.9	225.6	46.5	12.1
Supervising	236	2,175	1,878	4,053	4,773	5,500	152.9	192.9	35.7	15.2
Total	341	1,459	1,410	3,220	4,286	4,896	235.6	247.2	52.0	14.2
Junior high school:										
Teaching	31	.....	.....	3,400	4,150	4,883	....	....	43.6	17.7
Supervising	38	.....	.....	3,775	4,650	4,967	....	....	31.6	6.8
Total	69	1,775	1,596	3,550	4,480	4,919	177.1	208.2	38.6	9.8
High school:										
Teaching	22	.....	.....	3,682	4,640	5,100	....	....	38.5	9.9
Supervising	277	.....	.....	4,283	5,171	5,752	....	....	34.3	11.2
Total	292	2,403	2,136	4,177	5,091	5,700	137.2	166.9	36.5	12.0
Administrative and supervisory staff:										
Superintendents of schools	416	3,565	3,219	5,526	6,623	7,524	111.1	133.7	36.2	13.6
Assistant superintendents	21	.....	.....	.....	.....	7,150	....	....	....	....
Secretaries of boards of education	87	.....	.....	1,285	2,300	2,825	....	....	119.8	22.8
Business managers	13	.....	1,950	4,200	4,750	4,750	....	143.6	13.1	0.0
Superintendents of buildings and grounds	32	2,150	1,570	3,500	4,225	4,525	110.5	188.2	29.3	7.1
Directors and supervisors of:										
Educational divisions:										
Elementary education	19	.....	.....	4,260	4,750	5,175	....	....	21.5	8.9
Special education	8	.....	.....	.....	.....	4,450	....	....	....	....
Special subjects:										
Vocational education	6	.....	.....	.....	.....	5,950	....	....	....	....
Physical and health education	10	.....	.....	.....	.....	4,650	....	....	....	....
Art	5	.....	.....	.....	.....	4,250	....	....	....	....
Music	22	1,439	1,428	3,480	4,150	4,525	214.5	216.9	30.0	9.0
Special services:										
Guidance	30	.....	.....	.....	4,650	5,225	....	....	....	12.4
Curriculum	7	.....	.....	.....	.....	6,350	....	....	....	....
School library services	16	.....	.....	.....	.....	4,675	....	....	....	....
School lunch services	14	.....	.....	.....	.....	2,600	....	....	....	....
Transportation	10	.....	.....	.....	.....	4,150	....	....	....	....
Other school employees:										
Secretarial and clerical employees:										
Secretaries to superintendents of schools	275	885	878	2,000	2,475	2,879	225.3	227.9	44.0	16.3
Clerks in principals' offices	187	781	787	1,730	2,179	2,385	205.4	203.0	37.9	9.5
Clerks in other administrative and supervisory offices	106	764	825	2,050	2,408	2,813	268.2	241.0	37.2	16.8
Janitors	361	1,190	1,180	2,403	2,973	3,235	171.8	174.2	34.6	8.8
Nurses	152	1,546	1,296	2,686	3,404	3,872	150.5	198.8	44.2	13.7
Attendance officers	10	.....	.....	2,525	3,125	3,200	....	....	26.7	2.4

[a] Includes kindergarten teachers.
[b] Includes regular kindergarten, elementary-school, junior high-school, and high-school teachers.

salaries are also present in the medians of principals' salaries. Briefly, they are that, in the past 25 years, (a) the percent of increase has generally been greater in the small cities than in the largest cities and (b) the percent of increase has generally been greater in the elementary schools than in the high schools.

These trends can be illustrated by specific types. Supervising elementary-school principals' median salaries, between 1930-31 and 1956-57, increased by the following percents: Group I, 120.1 percent; Group II, 127.8 percent; Group III, 147.1 percent; Group IV, 163.3 percent; Group V, 161.3 percent; and Group VI, 152.9 percent. The respective percents for high-school principals were: 90.1, 81.0, 85.9, 96.8, 121.0, and 137.2. From the population angle it will be noted that the foregoing percents are generally larger in the small urban districts than in the largest urban districts.

A striking trend in the median salaries of elementary-school principals is that the median of the teaching and the supervising principals *combined* has advanced more rapidly than either of the separate groups. This is due to the fact that the supervising principals, whose salaries are higher than those of teaching principals, have become relatively far more numerous and hence have a greater weight in determining the amount of the combined median salary.

Superintendents of schools—Trends in the median salaries of superintendents of schools are less clear than for the preceding groups because of the relatively few persons involved and the turnover in the past 25 years.

Between 1930-31 and 1956-57 the median salaries of superintendents of schools advanced by the following percents: Group I, 45.7 percent; Group II, 76.4 percent; Group III, 87.9 percent; Group IV, 95.3 percent; Group V, 102.8 percent; and Group VI, 111.1 percent.

Too much reliance cannot be placed upon the specific amounts of these percents, but in general the percent of change for superintendents has been less than for classroom teachers and principals.

Relative Value of Salaries [2]

Salaries have value only in terms of what they will buy—*purchasing power*—and to the extent that the things they can buy will meet individual needs. The needs are determined by the *level or standard of living* that the earner tries to maintain. This level is determined by community expectations and by educational and occupational background.

Purchasing power—Purchasing power is measured by indexes that show the change in prices from one specified date to another. Most commonly used is the Consumer Price Index of the U. S. Bureau of Labor Statistics. The Index is now based on 1947-1949 dollars as 100.0; in March 1957 it was 118.9. Before 1953 it was based on 1935-1939 dollars as 100.0.

The purchasing power of a current salary can be measured by the following formula: Salary, divided by Index, times 100, equals Purchasing Power (in dollars of the period on which the Index is based). Applying this formula to the 1956-57 median for Group III classroom teachers, $4682, gives a purchasing power in 1947-1949 dollars of $3938 ($4682 $\div$ 118.9 $\times$ 100 = $3938).

The federal income tax, not applied to teachers' salaries before 1939, makes a further cut in purchasing power. At 1956 rates, a single teacher with one dependent, at a salary of $4682, would pay $622. The remaining $4060 would be worth only $3494 in 1947-1949 dollars. State income taxes, much increased in recent years, take a further bite in many states.

Another factor reduces the value of apparent increases in teachers' salaries. From 1939 to 1956 the average employed person's earnings rose 208 percent. Most urban teachers had far lower increases from 1940-41 to 1956-57. In Group I it was only 115 percent; in Group II, 125 percent.

Level of living—By comparing incomes of occupational groups, it is possible to determine to some extent the relative levels of living. Such comparisons show that teachers as a group are slightly above the *average* wage or salary worker in the United States in average annual earnings but far below the average worker in other *professional* occupations. In general, the apparent increases in school salaries in the two past decades have not been enough to maintain teachers at even the relatively low economic level attained prior to World War II.

[2] Economic indexes referred to in this section are derived from releases of federal agencies. See: National Education Association, Research Division. *Economic Status of Teachers in 1956-57.* Special Memo. Washington, D. C.: the Association, February 1957. 30 p.

III. The Range and Distribution of Salaries in 1956-57

The median salaries reported in the preceding section summarize as well as is possible in any single figure the general status of urban teachers' salaries. It is important, however, to know how the salaries are distributed above and below the median figures. Tables 9 and 10 present this information for the main groups of teachers in urban school districts.

Tables 11 and 12 show the distribution of salaries for the main groups of principals, and Tables 13 and 14 give similar data for certain administrative and supervisory officers.

Table 15 presents the distribution of salaries paid to secretaries and clerical employees, while Table 16 gives similar information for attendance officers, nurses, and janitors.

The tables in this section bring out the relative position of the median salaries in the different population groups and the extent to which the distributions themselves overlap.

TABLE 9.—DISTRIBUTION OF SALARIES PAID TEACHERS IN URBAN SCHOOL DISTRICTS OVER 30,000 IN POPULATION IN 1956-57

Salary groups	Elementary-school teachers			Junior high-school teachers			High-school teachers		
	Group I*	Group II*	Group III*	Group I	Group II	Group III	Group I	Group II	Group III
1	2	3	4	5	6	7	8	9	10
$9,100 and over	.....	.....	4	.....	.....	1	.....	.....	5
8,600–9,099	.....	.....	11	.....	.....	8	51	1	32
8,100–8,599	12	1	35	.....	.....	12	221	15	62
7,600–8,099	9,556	8	92	2,332	7	104	6,143	95	389
7,100–7,599	1,191	277	290	181	180	318	1,685	912	939
6,600–7,099	4,880	1,737	1,078	627	703	586	4,526	2,584	1,784
6,400–6,599	2,642	1,070	924	446	465	503	1,611	991	1,131
6,200–6,399	5,620	1,940	1,354	1,306	438	573	3,267	1,656	1,148
6,000–6,199	3,175	2,399	1,770	455	688	790	1,975	1,789	1,431
5,800–5,999	4,056	3,352	1,793	607	852	779	1,296	2,148	1,493
5,600–5,799	2,461	3,293	2,176	644	824	924	1,346	1,959	1,863
5,500–5,599	2,371	1,712	1,355	533	526	623	889	1,009	978
5,400–5,499	1,314	2,268	1,705	237	657	679	324	1,067	1,109
5,300–5,399	1,597	1,671	1,291	450	457	597	667	796	872
5,200–5,299	2,613	1,880	1,737	680	502	720	760	959	1,091
5,100–5,199	777	1,864	2,069	204	599	645	220	959	1,008
5,000–5,099	2,010	2,341	2,346	475	600	684	786	1,149	1,142
4,900–4,999	1,093	1,791	1,856	182	481	723	184	807	979
4,800–4,899	4,660	2,395	2,345	640	598	806	1,247	956	1,055
4,700–4,799	1,498	2,328	1,914	190	545	685	740	925	797
4,600–4,699	1,947	3,030	2,321	421	705	724	418	1,162	949
4,500–4,599	2,563	2,981	2,096	246	795	624	355	1,087	816
4,400–4,499	2,315	3,120	2,424	327	824	756	339	1,414	890
4,300–4,399	471	2,733	2,445	197	810	707	133	1,078	791
4,200–4,299	3,195	3,434	2,302	511	752	730	432	1,078	885
4,100–4,199	433	3,444	2,754	146	869	723	126	963	739
4,000–4,099	1,954	3,652	3,284	423	859	794	355	1,024	859
3,900–3,999	420	2,963	2,447	140	631	653	90	827	640
3,800–3,899	1,122	3,009	2,402	271	749	646	227	862	558
3,700–3,799	288	2,407	2,079	116	649	508	62	727	554
3,600–3,699	858	3,204	2,373	281	939	597	193	961	521
3,500–3,599	258	2,294	1,662	76	578	412	58	553	449
3,400–3,499	216	2,215	2,019	58	592	413	25	562	444
3,300–3,399	133	1,798	1,113	45	454	233	35	507	253
3,200–3,299	113	1,919	1,092	35	437	248	20	587	284
3,100–3,199	138	1,371	910	42	312	227	41	408	249
3,000–3,099	184	1,165	838	34	293	151	30	311	210
2,900–2,999	16	818	622	3	152	103	1	213	166
2,800–2,899	26	663	564	4	153	115	4	178	112
2,700–2,799	2	497	403	.....	97	121	.....	95	106
2,600–2,699	2	209	221	.....	45	43	.....	57	37
2,500–2,599	.....	434	178	.....	23	28	.....	44	53
2,400–2,499	.....	121	199	.....	15	29	.....	19	38
2,300–2,399	.....	63	139	.....	9	16	1	5	17
2,200–2,299	.....	71	104	.....	3	12	.....	4	29
Below $2,200	.....	344	195	.....	22	5	.....	30	6
Total	68,180	80,286	63,331	13,565	20,889	20,378	30,883	35,533	29,963
Median	$5,579	$4,442	$4,454	$5,565	$4,522	$4,783	$6,326	$5,028	$5,135
Arithmetic mean	$5,709	$4,554	$4,551	$5,720	$4,663	$4,839	$6,297	$5,060	$5,163

* For population ranges, see Table 1, page 69.

They show that altho for the most part the median salary of various groups of employees increases with the population of the district in which the person is employed, there is much overlapping in the distribution of the salaries. In all types of positions there are many individuals in the larger districts receiving lower salaries than some persons in like positions in the smaller districts.

In view of current wage rates in general, it may come as a shock to see that in every population group except Group I there were teachers paid less than $2500 a year. At the top of the distributions, in Group I, about 16 percent of the teachers were receiving salaries of $7600 or higher. In the three lower population groups, however, IV, V, and VI, barely 3 percent of the teachers were paid as much as $6500.

Tables 9 to 16 also give the total number of the various employees reported by the urban school districts covered in this survey and the median and arithmetic mean for each type. For trends in salary scheduling see the section beginning on page 90.

TABLE 10.—DISTRIBUTION OF SALARIES PAID TEACHERS IN URBAN SCHOOL DISTRICTS UNDER 30,000 IN POPULATION IN 1956-57

Salary groups	Elementary-school and kindergarten teachers			Junior high-school teachers			High-school teachers		
	Group IV*	Group V*	Group VI*	Group IV	Group V	Group VI	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10
$6,500 and over	1,517	333	32	475	47	.....	2,436	550	43
6,300–6,499	572	91	26	187	16	.....	841	185	34
6,100–6,299	986	160	46	281	32	4	1,052	314	66
5,900–6,099	1,217	262	73	373	41	3	1,351	396	110
5,700–5,899	1,518	398	130	442	70	6	1,418	492	143
5,600–5,699	984	252	62	296	33	3	890	339	99
5,500–5,599	997	261	93	268	54	4	899	340	103
5,400–5,499	1,133	372	102	321	41	8	1,046	456	110
5,300–5,399	1,262	396	123	400	59	6	1,048	418	106
5,200–5,299	1,591	495	164	363	86	10	1,178	577	167
5,100–5,199	1,474	574	180	450	88	6	1,151	541	167
5,000–5,099	1,696	567	208	455	113	9	1,056	562	214
4,900–4,999	2,115	727	181	508	120	13	1,159	547	217
4,800–4,899	2,329	865	289	605	146	18	1,233	642	223
4,700–4,799	2,328	867	257	449	138	23	1,177	624	212
4,600–4,699	2,519	1,039	341	615	143	17	1,198	689	245
4,500–4,599	2,441	1,084	362	551	128	19	1,129	678	292
4,400–4,499	2,883	1,133	420	584	152	38	1,141	746	258
4,300–4,399	2,627	1,198	405	512	134	27	1,020	745	265
4,200–4,299	2,737	1,181	479	543	156	38	1,020	708	350
4,100–4,199	2,604	1,305	444	535	179	32	902	615	281
4,000–4,099	3,132	1,286	474	594	183	47	1,043	787	355
3,900–3,999	2,463	1,265	470	550	182	34	777	631	292
3,800–3,899	2,893	1,499	520	555	162	48	861	637	355
3,700–3,799	2,456	1,289	475	394	140	52	702	516	282
3,600–3,699	2,646	1,583	612	444	169	77	810	649	295
3,500–3,599	1,905	1,066	471	342	124	33	526	462	184
3,400–3,499	2,119	1,208	527	329	89	49	575	442	180
3,300–3,399	1,516	790	431	259	73	24	414	295	112
3,200–3,299	1,440	904	360	256	63	29	401	322	75
3,100–3,199	1,126	484	290	164	37	24	259	144	67
3,000–3,099	1,161	597	318	177	34	12	311	195	60
2,900–2,999	621	404	249	74	16	15	160	96	37
2,800–2,899	470	314	156	78	21	5	186	104	30
2,700–2,799	440	297	169	55	17	6	133	97	49
2,600–2,699	289	178	79	53	4	10	118	43	26
2,500–2,599	349	222	60	30	21	1	86	67	22
2,400–2,499	295	137	63	28	6	1	64	43	13
2,300–2,399	140	92	29	12	11	1	55	26	9
2,200–2,299	144	93	33	12	5	.....	35	16	7
2,100–2,199	137	44	36	11	.....	.....	20	3	6
Below $2,100	205	160	48	4	5	2	15	16	9
Total	63,477	27,472	10,288	13,634	3,338	754	31,896	16,755	6,170
Median	$4,317	$4,086	$3,946	$4,540	$4,282	$3,875	$4,866	$4,496	$4,297
Arithmetic mean	$4,383	$4,150	$4,013	$4,594	$4,360	$3,978	$4,876	$4,561	$4,381

* For population ranges, see Table 1, page 69.

TABLE 11.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN URBAN SCHOOL DISTRICTS OVER 30,000 IN POPULATION IN 1956-57

Salary groups	Elementary-school principals					Junior high-school principals			High-school principals		
	Teaching[a]		Supervising								
	Group II[b]	Group III[b]	Group I[b]	Group II	Group III	Group I	Group II	Group III	Group I	Group II	Group III
1	2	3	4	5	6	7	8	9	10	11	12
$15,000 and over	.....	.....	.....	.....	.....	.....	.....	.....	64	.....	.....
14,000–14,999	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	1
13,000–13,999	.....	.....	.....	.....	.....	.....	.....	.....	14	1	1
12,000–12,999	.....	.....	7	.....	.....	6	.....	1	79	4	3
11,000–11,999	.....	.....	14	.....	2	113	2	3	44	29	21
10,500–10,999	.....	.....	491	3	1	15	14	8	20	24	20
10,000–10,499	.....	.....	394	42	22	4	28	16	26	30	44
9,500– 9,999	.....	.....	212	76	44	8	25	20	64	45	35
9,000– 9,499	3	.....	301	159	94	53	47	38	26	69	46
8,800– 8,999	1	.....	91	78	48	31	5	7	20	24	9
8,600– 8,799	2	.....	93	99	70	8	15	17	22	34	13
8,400– 8,599	.....	1	240	96	75	5	19	23	9	36	30
8,200– 8,399	.....	1	202	115	69	19	24	24	7	44	24
8,000– 8,199	.....	.....	118	135	82	11	35	23	6	29	33
7,800– 7,999	.....	1	125	163	131	4	32	28	7	19	26
7,600– 7,799	1	7	86	207	115	8	38	40	1	35	29
7,400– 7,599	4	1	64	248	165	5	57	37	2	33	31
7,200– 7,399	1	1	77	357	167	3	50	44	2	41	29
7,000– 7,199	5	10	39	252	179	.....	31	48	3	16	32
6,800– 6,999	6	7	31	247	182	2	22	47	2	15	39
6,600– 6,799	8	12	26	218	216	4	30	38	.....	24	10
6,400– 6,599	20	19	43	210	216	2	28	38	3	16	9
6,200– 6,399	9	15	22	217	225	2	23	39	1	22	13
6,000– 6,199	10	17	20	228	227	2	20	26	.....	15	16
5,800– 5,999	17	43	11	155	261	.....	22	28	.....	16	9
5,600– 5,799	19	38	8	152	162	.....	17	13	.....	13	10
5,400– 5,599	21	42	.....	107	145	.....	17	8	.....	9	9
5,200– 5,399	11	48	.....	129	162	.....	14	12	.....	9	9
5,000– 5,199	36	47	.....	107	96	.....	7	11	.....	5	8
4,800– 4,999	37	43	.....	68	101	.....	4	10	.....	2	5
4,600– 4,799	23	33	.....	73	49	.....	3	7	.....	3	3
4,400– 4,599	24	30	.....	48	36	.....	3	4	.....	3	.....
4,200– 4,399	30	39	.....	33	53	.....	1	.....	.....	.....	.....
4,000– 4,199	27	29	1	6	22	.....	.....	1	.....	1	1
3,800– 3,999	23	15	.....	6	13	.....	.....	.....	.....	.....	2
3,600– 3,799	12	20	.....	2	15	.....	1	.....	.....	.....	1
Below $3,600	33	19	.....	6	14	.....	2	.....	.....	.....	.....
Total	383	538	2,716	4,042	3,459	305	636	659	425	666	571
Median	$4,905	$5,174	$9,101	$7,007	$6,538	$9,439	$7,481	$7,198	$10,788	$8,232	$7,958
Arithmetic mean	$4,998	$5,185	$9,100	$6,983	$6,647	$9,921	$7,561	$7,346	$11,157	$8,201	$8,106

[a] No teaching elementary-school principals were reported for Group I school districts.
[b] For population ranges, see Table 1, page 69.

TABLE 12.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN URBAN SCHOOL DISTRICTS UNDER 30,000 IN POPULATION IN 1956-57

Salary groups	Elementary-school principals						Junior high-school principals						High-school principals					
	Teaching			Supervising			Teaching			Supervising			Teaching			Supervising		
	Group IV[a]	Group V[a]	Group VI[a]	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$10,000 and over	.....	.....	.....	40	5	.....	.....	.....	.....	8	2	.....	.....	.....	.....	49	11	.....
9,500–9,999	.....	.....	.....	20	5	.....	.....	.....	.....	11	2	.....	.....	.....	.....	31	7	.....
9,000–9,499	.....	.....	.....	49	12	.....	.....	.....	.....	12	.....	.....	.....	.....	.....	34	9	1
8,500–8,999	.....	.....	.....	93	25	1	.....	.....	.....	28	6	.....	2	.....	.....	53	17	1
8,000–8,499	2	.....	.....	158	25	3	.....	.....	.....	31	4	.....	.....	.....	.....	80	32	9
7,800–7,999	1	.....	.....	70	21	3	.....	.....	.....	16	2	.....	1	.....	.....	40	10	3
7,600–7,799	2	2	.....	96	12	3	.....	.....	.....	17	4	.....	.....	.....	.....	35	15	6
7,400–7,599	4	.....	.....	100	22	2	.....	.....	.....	22	6	1	1	.....	.....	47	28	6
7,200–7,399	4	.....	.....	116	36	15	.....	.....	.....	19	4	.....	.....	.....	.....	46	20	11
7,000–7,199	10	.....	.....	120	38	16	.....	.....	.....	31	9	1	1	.....	.....	63	35	11
6,800–6,999	10	1	2	125	35	10	2	1	.....	26	5	1	1	.....	1	39	28	10
6,600–6,799	13	.....	.....	148	47	21	.....	.....	.....	25	7	2	.....	.....	1	48	44	9
6,400–6,599	22	6	.....	177	69	14	1	1	1	38	13	.....	1	1	1	60	51	12
6,200–6,399	26	7	4	176	51	17	1	.....	.....	25	10	.....	3	1	1	46	55	13
6,000–6,199	46	14	7	170	95	29	1	.....	.....	46	18	2	2	4	.....	43	58	21
5,800–5,999	48	12	2	138	76	12	.....	.....	.....	23	8	1	2	1	1	20	41	29
5,600–5,799	74	37	4	201	83	16	1	1	.....	32	16	2	.....	5	1	24	40	23
5,400–5,599	70	38	7	202	97	20	1	1	4	32	17	3	2	3	.....	25	44	24
5,200–5,399	111	62	18	186	70	18	3	5	1	18	13	1	4	2	5	21	35	30
5,000–5,199	123	64	12	146	68	21	1	5	4	15	12	4	2	2	1	16	26	25
4,800–4,999	121	78	23	120	42	32	.....	1	8	7	11	4	1	2	3	13	18	16
4,600–4,799	109	64	24	104	55	22	.....	3	.....	7	7	3	1	2	3	7	7	13
4,400–4,599	92	91	24	76	38	14	1	3	2	5	4	3	3	2	1	7	13	7
4,200–4,399	102	66	24	70	21	18	2	3	5	5	2	4	.....	3	1	5	7	9
4,000–4,199	73	74	36	30	22	10	.....	3	.....	1	1	3	1	3	.....	5	7	1
3,800–3,999	47	57	18	20	12	12	2	.....	3	.....	.....	2	.....	1	1	3	2	.....
3,600–3,799	41	37	18	26	5	7	.....	2	1	.....	3	.....	1	1	1	2	6	2
3,400–3,599	23	25	12	14	7	3	.....	1	1	1	.....	.....	1	2	.....	2	.....	2
3,200–3,399	7	13	8	5	5	3	.....	.....	.....	1	.....	1	.....	1	.....	2	.....	.....
3,000–3,199	12	15	8	3	8	1	.....	.....	1	1	1	.....	.....	.....	1	.....	1	1
2,800–2,999	8	5	2	2	.....	1	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....
Below $2,800	14	12	2	.....	2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	1,215	780	255	3,001	1,109	344	17	30	31	503	187	38	30	37	23	866	667	295
Median	$4,927	$4,590	$4,395	$6,185	$5,851	$5,500	$5,300	$4,850	$4,883	$6,571	$5,963	$4,967	$5,500	$5,050	$5,100	$7,143	$6,304	$5,752
Arithmetic mean	$4,947	$4,612	$4,456	$6,304	$5,964	$5,573	$5,212	$4,837	$4,718	$6,744	$6,095	$4,511	$5,770	$4,949	$5,137	$7,182	$6,421	$5,881

[a] For population ranges, see Table 1, page 69.

TABLE 13.—DISTRIBUTION OF SALARIES PAID CERTAIN ADMINISTRATIVE AND SUPERVISORY OFFICERS IN URBAN SCHOOL DISTRICTS OVER 30,000 IN POPULATION IN 1956-57

Salary groups	Superintendents of schools			Assistant, associate, or deputy superintendents			Secretaries of boards of education			Directors and supervisors of elementary education			Directors and supervisors of music			Directors and supervisors of physical and health education		
	Group I[a]	Group II[a]	Group III[a]	Group I	Group II	Group III	Group I	Group II	Group III	Group I	Group II	Group III	Group I	Group II	Group III	Group I	Group II	Group III
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$30,000 and over	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
25,000–29,999	3	1	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
22,500–24,999	2	2	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
20,000–22,499	7	11	5	6	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
19,000–19,999	.....	4	2	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
18,000–18,999	1	12	11	14	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
17,000–17,999	.....	13	18	3	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
16,000–16,999	1	13	19	50	2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....
15,000–15,999	.....	12	44	4	3	2	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
14,000–14,999	.....	5	29	9	15	4	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
13,000–13,999	.....	6	41	10	35	12	.....	1	1	.....	1	.....	1	.....	.....	2	1	.....
12,000–12,999	.....	16	48	22	23	14	1	1	.....	.....	.....	1	4	.....	.....	2	.....	.....
11,000–11,999	.....	6	47	17	52	44	.....	5	1	3	4	2	.....	.....	.....	1	1	.....
10,000–10,999	.....	9	35	10	58	36	1	3	2	4	9	10	3	6	2	6	8	9
9,500– 9,999	.....	.....	13	.....	17	26	1	2	5	10	7	2	3	4	1	7	5	4
9,000– 9,499	.....	.....	18	1	7	23	.....	2	4	10	18	12	2	5	4	3	9	12
8,500– 8,999	.....	.....	7	.....	7	24	.....	2	5	12	22	14	8	11	6	8	14	10
8,000– 8,499	.....	.....	4	.....	5	19	.....	4	3	14	19	23	19	16	13	12	14	13
7,500– 7,999	.....	.....	3	.....	11	11	1	2	14	7	17	35	8	17	27	9	16	31
7,000– 7,499	.....	.....	3	.....	6	20	.....	2	7	3	28	35	5	18	42	1	22	25
6,500– 6,999	.....	.....	.....	.....	2	7	1	2	8	12	31	42	4	20	53	15	26	45
6,000– 6,499	.....	.....	1	.....	1	6	1	2	8	.....	20	45	3	11	58	.....	8	42
5,500– 5,999	.....	.....	.....	.....	.....	1	1	1	8	.....	15	26	1	10	44	.....	4	32
5,000– 5,499	.....	.....	.....	.....	.....	2	.....	2	7	.....	11	21	.....	11	37	.....	5	21
4,500– 4,999	.....	.....	.....	.....	.....	.....	.....	1	3	.....	7	10	.....	2	29	.....	3	10
4,000– 4,499	.....	.....	.....	.....	.....	2	.....	4	5	.....	1	9	.....	4	13	.....	2	4
3,500– 3,999	.....	.....	.....	.....	.....	.....	.....	2	5	.....	.....	1	.....	1	4	.....	1	2
Below $3,500	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	3	.....	1	.....	.....	1	1
Total	18	110	350	152	246	254	13	39	89	75	210	291	61	137	333	67	140	261
Median	$22,000	$16,000	$12,700	$16,000	$11,000	$9,750	$12,000	$8,000	$6,800	$8,540	$7,290	$6,810	$8,250	$7,230	$6,300	$8,150	$7,389	$6,700
Arithmetic mean	$23,597	$15,617	$12,980	$14,955	$11,160	$9,739	$12,204	$8,063	$6,749	$8,513	$7,521	$6,952	$8,434	$7,209	$6,337	$8,691	$7,572	$6,844

[a] For population ranges, see Table 1, page 69.

TABLE 14.—DISTRIBUTION OF SALARIES PAID CERTAIN ADMINISTRATIVE AND SUPERVISORY OFFICERS IN URBAN SCHOOL DISTRICTS UNDER 30,000 IN POPULATION IN 1956-57

Salary groups	Superintendents of schools			Secretaries of boards of education			Superintendents of buildings and grounds			Directors and supervisors of music			Directors and supervisors of elementary education		
	Group IV[a]	Group V[a]	Group VI[a]	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
$20,000 and over	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
19,000–19,999	3	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
18,000–18,999	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
17,000–17,999	5	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
16,000–16,999	16	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
15,000–15,999	25	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
14,000–14,999	26	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
13,000–13,999	55	15	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
12,000–12,999	86	31	5	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
11,000–11,999	81	31	6	2	.....	.....	2	.....	.....	1	.....	.....	.....	1	.....
10,000–10,999	157	76	23	1	.....	.....	2	.....	.....	.....	.....	.....	2	.....	.....
9,500– 9,999	65	38	16	.....	.....	.....	4	.....	.....	1	.....	.....	11	.....	.....
9,000– 9,499	94	69	24	3	.....	.....	5	.....	.....	.....	.....	.....	7	2	.....
8,500– 8,999	59	83	23	1	.....	.....	4	1	.....	1	.....	.....	8	3	.....
8,000– 8,499	65	104	51	6	.....	.....	12	.....	.....	5	1	.....	10	4	.....
7,500– 7,999	41	97	67	8	.....	.....	11	3	.....	15	2	.....	26	7	.....
7,000– 7,499	27	74	71	7	2	.....	10	1	.....	25	2	.....	39	6	3
6,500– 6,999	13	45	48	13	4	.....	40	5	2	39	4	1	35	19	1
6,000– 6,499	7	27	52	18	8	1	66	9	1	43	5	3	39	18	2
5,800– 5,999	1	2	8	3	3	.....	10	.....	.....	24	10	3	14	7	1
5,600– 5,799	.....	4	5	5	2	.....	15	4	2	20	5	.....	13	6	.....
5,400– 5,599	1	5	5	8	6	2	25	9	.....	30	8	1	24	10	.....
5,200– 5,399	1	3	4	13	6	.....	39	13	2	29	14	.....	23	6	2
5,000– 5,199	.....	1	5	8	12	1	31	9	1	37	6	2	22	15	5
4,800– 4,999	.....	.....	1	9	3	1	37	11	2	26	9	1	14	4	2
4,600– 4,799	.....	.....	.....	12	5	2	29	11	3	23	4	.....	10	5	2
4,400– 4,599	2	.....	1	13	3	8	26	20	4	20	12	4	8	7	.....
4,200– 4,399	1	.....	.....	22	9	4	21	15	4	21	9	3	7	3	.....
4,000– 4,199	.....	.....	.....	11	7	3	14	8	4	18	9	1	2	3	1
3,800– 3,999	.....	.....	.....	5	6	1	13	11	1	13	8	3	3	2	.....
3,600– 3,799	.....	.....	.....	22	13	5	22	10	2	14	7	1	1	.....	.....
3,400– 3,599	.....	.....	.....	7	7	.....	5	6	2	13	9	1	.....	.....	.....
3,200– 3,399	.....	.....	.....	9	8	6	9	6	.....	8	4	1	.....	1	.....
3,000– 3,199	.....	.....	.....	8	10	7	6	4	1	5	1	.....	.....	1	.....
2,800– 2,999	.....	.....	.....	6	10	3	1	1	.....	.....	2	.....	.....	.....	.....
2,600– 2,799	.....	.....	.....	6	8	4	2	4	.....	1	.....	.....	.....	.....	.....
2,400– 2,599	.....	.....	.....	5	7	6	4	1	1	.....	.....	.....	.....	.....	.....
2,200– 2,399	.....	.....	.....	1	4	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
2,000– 2,199	.....	.....	.....	4	8	5	.....	2	.....	.....	.....	.....	.....	.....	.....
1,800– 1,999	.....	.....	.....	4	11	7	.....	1	.....	.....	.....	.....	.....	.....	.....
1,600– 1,799	.....	.....	.....	2	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,400– 1,599	.....	.....	.....	6	11	8	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,200– 1,399	.....	.....	.....	7	22	7	.....	.....	.....	.....	.....	.....	.....	.....	.....
Below $1,200	.....	.....	.....	2	3	3	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	837	721	416	258	198	87	466	165	32	432	131	25	319	130	19
Median	$10,056	$8,493	$7,524	$4,450	$3,325	$2,825	$5,240	$4,550	$4,525	$5,325	$4,813	$4,525	$6,263	$5,867	$5,175
Arithmetic mean	$10,522	$8,812	$7,696	$4,669	$3,433	$2,904	$5,452	$4,628	$4,550	$5,420	$4,848	$4,842	$6,384	$6,041	$5,550

[a] For population ranges, see Table 1, page 69.

TABLE 15.—DISTRIBUTION OF SALARIES PAID SECRETARIAL AND CLERICAL EMPLOYEES IN 1956-57

Salary groups	Secretaries to superintendents						Clerks in administrative and supervisory offices						Clerks in principals' offices					
	Group I[a]	Group II[a]	Group III[a]	Group IV[a]	Group V[a]	Group VI[a]	Group I	Group II	Group III	Group IV	Group V	Group VI	Group I	Group II	Group III	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$8,100 and over	2	1	.....	.....	.....	.....	22	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
7,600–8,099	.....	.....	2	.....	.....	.....	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
7,100–7,599	1	.....	.....	.....	.....	.....	10	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....
6,600–7,099[b]	.....	.....	4	3	1	.....	16	3	1	3	.....	1	1	5	.....	.....	.....	.....
6,200–6,599[c]	2	2	4	4	1	.....	26	11	5	2	.....	.....	.....	1	2	.....	.....	.....
5,600–6,199[d]	5	13	14	16	3	1	130	26	8	7	1	.....	3	23	1	2	.....	.....
5,400–5,599	3	2	13	4	5	.....	32	6	12	4	1	.....	105	.....	1	.....	.....	.....
5,200–5,399	1	4	8	7	3	1	112	34	9	7	1	1	2	4	1	.....	1	.....
5,000–5,199	1	5	19	25	4	3	68	40	23	10	6	1	13	45	8	6	3	1
4,800–4,999	2	9	15	31	6	1	105	74	34	27	6	1	728	9	5	13	1	.....
4,600–4,799	.....	12	20	27	10	.....	141	109	58	37	2	1	233	71	33	10	1	.....
4,500–4,599	.....	6	20	23	9	4	133	68	45	14	9	2	105	20	25	4	.....	.....
4,400–4,499	.....	4	18	15	7	2	124	48	36	23	7	.....	197	18	23	7	3	.....
4,300–4,399	.....	3	16	14	12	1	17	82	53	33	6	1	139	54	40	18	3	.....
4,200–4,299	.....	9	19	35	12	8	99	106	90	38	10	1	164	41	52	25	4	2
4,100–4,199	.....	4	8	19	9	4	41	162	64	30	7	1	77	123	43	24	3	.....
4,000–4,099	1	7	16	33	17	7	171	123	107	56	17	4	283	114	103	48	14	2
3,900–3,999	.....	1	11	32	13	4	91	214	108	65	13	5	287	140	112	49	7	2
3,800–3,899	.....	3	16	25	15	8	47	128	125	45	16	5	654	118	94	48	12	2
3,700–3,799	.....	3	10	27	20	3	119	217	116	74	18	4	83	115	132	60	17	.....
3,600–3,699	.....	3	12	41	31	19	70	208	160	76	24	9	42	202	160	77	25	4
3,500–3,599	.....	.....	12	26	14	7	108	219	153	71	22	4	386	181	162	85	18	4
3,400–3,499	.....	6	14	25	41	10	129	238	173	97	13	9	103	197	166	74	19	3
3,300–3,399	.....	4	16	45	24	13	74	288	162	126	19	4	85	376	232	125	41	9
3,200–3,299	.....	1	4	24	20	8	99	228	158	101	21	2	108	249	173	139	27	8
3,100–3,199	.....	.....	7	25	18	8	116	304	169	111	21	1	292	266	223	152	32	11
3,000–3,099	.....	3	10	37	36	15	88	287	179	121	31	11	152	250	245	176	59	24
2,900–2,999	.....	2	2	17	11	8	23	262	132	85	14	4	79	356	226	148	44	9
2,800–2,899	.....	.....	8	18	27	12	57	217	151	114	19	4	147	311	236	199	61	16
2,700–2,799	.....	.....	4	23	33	18	26	257	163	104	31	6	76	324	215	214	60	13
2,600–2,699	.....	.....	1	17	17	9	43	144	132	84	20	5	186	267	254	258	56	13
2,500–2,599	.....	1	1	13	20	14	52	155	116	101	25	8	152	279	184	202	69	25
2,400–2,499	.....	.....	3	20	35	24	8	147	128	106	39	10	65	301	207	242	109	27
2,300–2,399	.....	1	.....	8	9	5	3	101	77	67	17	6	57	240	212	190	54	20
2,200–2,299	.....	.....	1	11	24	11	6	82	84	79	26	9	62	349	160	246	79	24
2,000–2,199	.....	.....	.....	14	31	25	13	103	106	114	39	14	92	583	365	354	146	46
1,800–1,999	.....	.....	.....	3	16	19	1	70	62	88	19	8	2	385	302	273	114	36
1,600–1,799	.....	.....	.....	2	.....	1	1	12	27	28	15	3	.....	280	228	191	71	16
Below $1,600	.....	.....	.....	.....	2	2	.....	34	18	16	15	6	.....	152	233	185	111	39
Total	18	109	328	709	556	275	2,427	4,807	3,245	2,164	550	151	5,162	6,449	4,858	3,844	1,264	356
Median	$5,790	$4,490	$4,200	$3,665	$3,194	$2,879	$4,023	$3,300	$3,250	$3,079	$2,971	$2,813	$3,863	$2,821	$2,829	$2,615	$2,452	$2,385
Arithmetic mean	$6,047	$4,505	$4,242	$3,726	$3,252	$2,999	$4,146	$3,362	$3,282	$3,127	$3,026	$2,934	$3,810	$2,874	$2,841	$2,662	$2,507	$2,402

[a] For population ranges, see Table 1, page 69.
[b] For Groups IV, V, and VI, this salary grouping is $6,500 and over.
[c] For Groups IV, V, and VI this salary grouping is $6,100–$6,499.
[d] For Groups IV, V, and VI this salary grouping is $5,600–$6,099.

TABLE 16.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN 1956-57

Salary groups	Attendance officers						Nurses						Janitors[a]		
	Group I[b]	Group II[b]	Group III[b]	Group IV[b]	Group V[b]	Group VI[b]	Group I	Group II	Group III	Group IV	Group V	Group VI	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
$8,100 and over	3	8	3	.....	.....	.....	.....	.....	4	.....	.....	.....	.....	.....	.....
7,600–8,099	17	4	3	.....	.....	.....	.....	.....	4	.....	.....	.....	.....	.....	.....
7,100–7,599	24	18	5	.....	.....	.....	9	5	7	.....	.....	.....	.....	.....	.....
6,600–7,099[c]	69	31	13	27	2	.....	11	29	27	50	11	3	1	.....	2
6,200–6,599[d]	64	57	4	11	2	.....	63	84	50	39	9	1	8	2	.....
5,600–6,199[e]	293	105	13	16	4	.....	83	170	121	67	23	5	35	9	2
5,400–5,599	57	30	4	12	2	.....	46	85	55	54	14	3	39	14	1
5,200–5,399	59	27	6	6	.....	.....	37	79	53	75	18	6	68	12	3
5,000–5,199	40	42	11	11	1	.....	76	104	57	61	20	1	158	19	11
4,800–4,999	37	57	6	12	1	.....	65	74	90	71	33	7	246	39	18
4,600–4,799	164	48	12	9	3	.....	38	79	77	98	36	8	351	90	19
4,500–4,599	9	18	6	9	1	.....	26	32	50	59	25	1	314	82	29
4,400–4,499	22	23	7	9	1	1	61	53	57	61	24	4	318	85	30
4,300–4,399	3	23	12	11	1	1	4	59	34	45	24	6	435	60	19
4,200–4,299	164	27	8	4	4	.....	86	53	52	57	27	14	404	132	35
4,100–4,199	13	20	8	11	.....	.....	10	45	50	52	26	13	424	111	33
4,000–4,099	18	18	8	9	1	.....	22	65	58	50	28	7	597	179	47
3,900–3,999	12	17	10	6	.....	.....	16	49	54	40	21	3	592	150	57
3,800–3,899	19	15	3	8	2	.....	14	37	55	66	33	16	544	186	69
3,700–3,799	.....	7	11	9	2	.....	23	58	26	55	12	7	731	236	73
3,600–3,699	4	17	3	18	2	1	81	42	54	47	37	9	762	322	106
3,500–3,599	3	8	10	15	3	1	2	50	30	38	20	6	669	239	64
3,400–3,499	1	10	5	14	1	.....	23	50	37	45	23	5	694	328	80
3,300–3,399	.....	22	8	4	.....	1	3	36	34	36	12	7	750	332	89
3,200–3,299	.....	15	6	6	2	.....	3	28	25	27	19	10	682	300	76
3,100–3,199	.....	7	5	7	.....	.....	1	31	16	20	12	3	649	292	109
3,000–3,099	4	4	14	25	3	2	23	20	21	36	11	11	607	321	102
2,900–2,999	.....	3	2	4	1	.....	2	21	6	7	8	2	366	182	56
2,800–2,899	1	2	3	5	1	1	10	17	11	13	8	3	375	238	85
2,700–2,799	.....	9	4	5	.....	1	2	14	9	6	3	3	367	210	68
2,600–2,699	.....	2	2	4	1	.....	2	7	7	2	5	3	269	149	55
2,500–2,599	1	3	8	5	4	.....	7	14	12	4	2	.....	270	110	47
2,400–2,499	.....	3	2	4	2	.....	.....	9	6	3	4	1	284	162	43
2,300–2,399	.....	1	2	4	.....	.....	.....	10	3	.....	4	1	97	30	14
2,200–2,299	.....	2	1	4	.....	1	.....	11	7	3	3	1	188	98	23
2,000–2,199	.....	6	3	7	.....	.....	.....	3	6	4	4	1	309	140	40
1,800–1,999	.....	.....	8	1	4	.....	.....	.....	10	2	.....	.....	244	182	42
1,600–1,799	.....	.....	1	1	3	.....	.....	.....	2	.....	1	.....	241	73	17
1,400–1,599	.....	.....	1	1	2	.....	.....	.....	.....	.....	.....	2	153	77	26
1,200–1,399	.....	.....	.....	1	2	.....	.....	.....	.....	.....	.....	.....	162	51	16
1,000–1,199	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	84	46	11
Below $1,000	.....	.....	.....	3	1	.....	.....	.....	.....	.....	.....	.....	259	99	56
Total	1,101	709	241	318	59	10	849	1,523	1,277	1,293	560	173	13,746	5,387	1,673
Median	$5,340	$4,923	$4,106	$3,967	$3,583	$3,200	$4,623	$4,461	$4,424	$4,374	$4,138	$3,872	$3,474	$3,278	$3,235
Arithmetic mean	$5,329	$4,960	$4,281	$4,172	$3,618	$3,330	$4,732	$4,555	$4,507	$4,447	$4,198	$3,952	$3,396	$3,202	$3,183

[a] Because of the diversity of janitorial positions in urban school districts over 30,000 in population, no figures for janitors were collected for Groups I, II, and III. [b] For population ranges, see Table 1, page 69. [c] For Groups IV, V, and VI this salary grouping is $6,500 and over. [d] For Groups IV, V, and VI this salary grouping is $6,100–$6,499. [e] For Groups IV, V, and VI this salary grouping is $5,600–$6,099.

IV. Indexes of Relationships of Median Salaries

Tables 17 and 18 show comparisons of median salaries by the use of index numbers based on the tables in Section II. In each population group the median salary of all regular classroom teachers is taken as 100 for each of three school years—1930-31, 1940-41, and 1956-57. The median salaries themselves appear in Tables 2, 3, 4, 6, 7, and 8.

TABLE 17.—INDEX RELATIONSHIPS OF MEDIAN SALARIES IN URBAN SCHOOL DISTRICTS OVER 30,000 IN POPULATION, 1930-31, 1940-41, AND 1956-57

Type of school employee	Index of relationship, all regular classroom teachers' salary = 100								
	Group I[a]			Group II[a]			Group III[a]		
	1930-31	1940-41	1956-57	1930-31	1940-41	1956-57	1930-31	1940-41	1956-57
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Kindergarten	93	88	89	92	93	100	91	95	98
Elementary school	97	90	96	93	94	97	91	91	95
Atypical classes	104	90	96	103	103	109	105	101	104
Junior high school	108	103	95	106	103	99	106	105	102
High school	123	115	108	120	113	110	120	116	110
Total all regular classroom teachers[b]	100	100	100	100	100	100	100	100	100
Supervising assistant principals:									
Elementary school	176	172	147	...	...	...	...	...	...
Junior high school	148	170	127	154	147	144	...	...	...
High school	226	154	155	174	161	157	173	175	150
Principals:									
Supervising elementary school	166	146	156	153	145	153	150	140	140
Junior high school	199	190	162	190	185	164	191	180	154
High school	228	200	185	227	206	180	243	227	170
Administrative and supervisory staff:									
General administration:									
Superintendents of schools	606	487	377	452	406	350	384	347	271
Associate, assistant, or deputy superintendents	304	239	274	258	262	240	261	246	208
Secretaries of boards of education	251	177	206	...	...	...	...	...	...
Administrative assistants to superintendents	...	...	173	...	...	...	...	...	...
Business administration:									
Business managers	341	286	274	253	232	202	210	196	173
Purchasing officers	...	...	151	...	...	137	...	...	...
Accountants	...	...	118	...	...	121	...	...	...
Heads, operation and maintenance	...	...	169	...	...	163	...	...	139
Educational divisions:									
Directors and supervisors of:									
Elementary education	...	...	146	...	...	159	...	...	145
Secondary education	...	...	147	...	...	...	...	...	...
Adult education	...	...	156	...	...	...	...	...	...
Special education	...	...	164	...	...	162	...	...	...
Special subjects:									
Directors and supervisors of:									
Vocational education	...	...	158	...	...	171	...	...	...
Physical and health education	...	...	140	...	...	162	...	...	143
Art	...	...	139	...	...	160	...	...	128
Music	...	...	141	...	...	158	...	...	135
Manual or industrial arts	...	...	133	...	...	...	...	...	...
Home economics	...	...	141	...	...	155	...	...	...
Special services:									
Directors and supervisors of:									
Research, tests, and measurements	...	...	173	...	...	170	...	...	...
Pupil personnel	...	...	133	...	...	...	...	...	...
Curriculum	...	...	133	...	...	...	...	...	...
Employee personnel	...	...	183	...	...	...	...	...	...
Audio-visual education	...	...	159	...	...	...	...	...	...
School library services	...	...	160	...	...	...	...	...	...
Health services	...	...	134	...	...	...	...	...	...
School lunch services	...	...	141	...	...	140	...	...	107
Other school employees:									
Secretaries and clerical employees:									
Secretaries to superintendents of schools	108	126	99	110	98	98	103	94	90
Clerks in principals' offices	61	55	66	52	50	62	59	56	60
Clerks in other administrative and supervisory offices	69	66	69	70	66	72	72	70	69
Nurses	77	71	79	81	84	98	94	92	94
Attendance officers	87	88	92	94	96	108	99	90	88

[a] For population ranges, see Table 1, page 69.
[b] Includes regular kindergarten, elementary-school, junior high-school, and high-school teachers.

The figures are of most significance for positions generally found in all school systems such as the three major groups: classroom teachers, principals, and superintendents of schools. Positions that occur least often are likely to be found only in the school systems where relatively high salaries are paid, thus resulting in high medians for the positions. Column 2 of the tables in Section II gives the number of school systems reporting each type of employee in 1956-57; it should be consulted when using Tables 17 and 18.

Substantial changes in relationships from 1930-31 to 1956-57 are shown. As noted earlier, there has been a shift toward closing the gap between classroom teachers in elementary schools and in high schools. Even greater changes have occurred in the relationship of administrative salaries to those of classroom teachers.

The effect or lack of effect of the population size on salary relationships may be studied in Tables 17 and 18. So far as classroom teachers are concerned, size seems to make only a slight difference in relationships. In Groups I, II, and III, high-school teachers' median salaries exceed the median for all teachers by 8 to 10 percent; in Groups IV, V, and VI, by 5 to 8 percent. Elementary-school teachers' medians are below the all-teacher medians by 3 to 5 percent.

Administrators, however, show a definite progression in relative salaries according to population. The percent of differential for administrators is highest in the largest districts and lowest for the smallest districts for all three groups of principals and for superintendents, according to the figures in Tables 17 and 18. (The only exception is that junior high-school principals have a slightly higher differential in Group II than in Group I.) The median salary of superintendents in Group I is 277 percent above the median for classroom teachers; in Group VI it is only 85 percent. The differences in average sizes of the school systems concerned are, of course, much greater than these salary differences.

Comparisons of any given salary relationship in an earlier year with the 1956-57 index will show the telescoping effect mentioned earlier. High-school and elementary-school classroom teachers' salaries are much closer together than formerly, likewise administrative and classroom teachers' salaries.

TABLE 18.—INDEX RELATIONSHIPS OF MEDIAN SALARIES IN URBAN SCHOOL DISTRICTS UNDER 30,000 IN POPULATION, 1930-31, 1940-41, AND 1956-57

Type of school employee	Index of relationship, all regular classroom teachers' salary = 100								
	Group IV[a]			Group V[a]			Group VI[a]		
	1930-31	1940-41	1956-57	1930-31	1940-41	1956-57	1930-31	1940-41	1956-57
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Elementary school[b]	92	92	96	91	91	96	89	90	97
Junior high school	104	103	101	104	102	101	104	102	95
High school	121	116	108	118	114	106	118	112	105
Total all regular classroom teachers[c]	100	100	100	100	100	100	100	100	100
Principals:									
Supervising elementary school	151	143	138	156	146	138	166	148	135
Junior high school	178	168	146	152	140	135	136	125	121
High school	233	213	158	197	182	147	184	168	140
Administrative and supervisory staff:									
Superintendents of schools	332	303	224	292	265	200	273	253	185
Superintendents of buildings and grounds	140	136	117	...	...	...	...	...	...
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	94	88	82	83	80	75	68	69	71
Clerks in principals' offices	62	57	58	56	56	58	...	...	...
Clerks in other administrative and supervisory offices	72	68	69	...	...	...	...	...	...
Janitors	88	85	77	89	85	77	91	93	79
Nurses	114	103	97	114	107	98	...	...	...

[a] For population ranges, see Table 1, page 69.
[b] Includes kindergarten teachers.
[c] Includes regular kindergarten, elementary-school, junior high-school, and high-school teachers.

V. Salary Schedules for Classroom Teachers

The questionnaire sent in each of the biennial salary inquiries includes several items on the salary schedule. This section reports the extent to which definite schedules were reported in 1956-57, for each of the six population groups of school districts. Minimum and maximum salaries scheduled for classroom teachers are reported for all groups.

Prevalence of Salary Schedules

Almost all the larger districts report the use of a definite salary schedule (Table 19). When districts of all sizes are combined, 97.0 percent have a salary schedule; some of these use only a state minimum salary schedule. Of the 426 Group VI districts reporting, however, 1 in 10 was operating with no schedule.

An overwhelming majority of the schedules examined were of the *single-salary or preparation type*—the same salaries for elementary-school and secondary-school teachers of equivalent preparation. In 1940-41 only 31.3 percent of the schedules were of this type; by 1950-51, 97.1 percent. No separate count was made in 1956-57, but the proportion of any other type of schedule was negligible.

The schedules were submitted early in the school year and with few exceptions do not reflect the salary increases which in some districts occurred during the course of the winter.

Minimum Salaries

Tables 20 and 21 show distributions and medians of minimum salaries, for each population group, according to level of preparation. The medians of minimum salaries for the six population groups are as follows, for teachers with bachelor's and master's degrees:

I: Bachelor's, $3750; master's, $3950
II: Bachelor's, $3500; master's, $3675
III: Bachelor's, $3500; master's, $3800
IV: Bachelor's, $3500; master's, $3700
V: Bachelor's, $3400; master's, $3600
VI: Bachelor's, $3300; master's, $3500

A schedule-by-schedule tabulation was made, for Groups I and II, of the amount added to the bachelor's-degree minimum to recognize the added qualification represented by the master's degree. The highest differential was in the range of $600-699 and at the other extreme, a few districts gave no differential to the beginning teacher with a master's degree. The median practice was a differential of $270 in Group I and $266 in Group II.

The NEA Representative Assembly in July 1956 adopted as part of its resolution on salaries the goal of $4500 as the minimum salary for teachers with bachelor's degrees. The 2287 schedules examined included only five that met this goal of $4500. A minimum salary for bachelor's-degree teachers of $4000 or more was scheduled by 12.2 percent of the districts.

Table 20 shows that half of the Group I districts, slightly more than half of those in Group II, and nearly half of those in Group III had scheduled minimum salaries to recognize preparation *beyond* the master's degree. A minimum salary for six years' preparation

TABLE 19.—NUMBER OF URBAN SCHOOL DISTRICTS REPORTING SALARY SCHEDULES IN 1956-57

Items	Group I*		Group II*		Group III*		Group IV*		Group V*		Group VI*		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Does your school district have a salary schedule?														
Yes	18	100.0%	122	100.0%	376	100.0%	843	99.2%	703	96.4%	383	89.9%	2,445	97.0%
No	0	0.0	0	0.0	0	0.0	7	0.8	26	3.6	43	10.1	76	3.0
Total	18	100.0%	122	100.0%	376	100.0%	850	100.0%	729	100.0%	426	100.0%	2,521	100.0%
Not specified	0	.....	0	.....	0	.....	0	.....	5	.....	1	.....	6	.....
Number reporting details of salary schedule	18	100.0%	120	98.4%	360	95.7%	782	92.8%	653	92.9%	354	92.4%	2,287	93.5%

* For population ranges, see Table 1, page 69.

was scheduled by seven of the Group I schedules, 47 of Group II, and 131 of Group III. Slightly fewer schedules recognized the seventh year or doctor's degree—five of Group I, 46 of Group II, and 84 of Group III. Attention is called in this bulletin to upward trends in salaries; it should not be overlooked that beginning salaries as low as $2500 or even less are still scheduled for teachers in 4.3 percent of the schedules reported.

Maximum Salaries

The maximum salaries scheduled for classroom teachers are shown in Tables 22 and 23.

The medians of maximum salaries, for bachelor's and master's degrees, by population group, are as follows:

I: Bachelor's, $6000; master's, $6325
II: Bachelor's, $5596; master's, $5900
III: Bachelor's, $5400; master's, $5800
IV: Bachelor's, $5250; master's, $5700
V: Bachelor's, $4900; master's, $5372
VI: Bachelor's, $4850; master's, $5200

Only one of the schedules examined in 1956-57 included a salary maximum as high as the $10,000 proposed in the NEA Representative Assembly's salary goal. (This was a superior-service maximum.) Top maximums of $8000 or higher were reported, however, in 45 schedules, or 2 percent.

The differentials between the bachelor's-degree and master's-degree maximums were tabulated for Groups I and II only. They ranged from no differential to $1200-1299. The median differential was $350 in Group I and $400 in Group II.

The percents of schedules that recognized preparation beyond the master's degree may be compared with practice four years earlier:

I: 1952-53, 37.5%; 1956-57, 50.0%
II: 1952-53, 56.1%; 1956-57, 63.3%
III: 1952-53, 40.0%; 1956-57, 52.2%

The median salary for the highest level of preparation recognized, if above the master's degree, was $6700 for nine districts in Group

TABLE 20.—DISTRIBUTION OF MINIMUM SALARIES IN SINGLE-SALARY SCHEDULES IN URBAN SCHOOL DISTRICTS OVER 100,000 IN POPULATION IN 1956-57 [a]

Salary interval	Group I districts [b]				Group II districts [b]				Group III districts [b]			
	Bachelor's degree (or 4 years)	Master's (or 5 years)	6 years	Doctor's (or 7 years)	Bachelor's degree (or 4 years)	Master's (or 5 years)	6 years	Doctor's (or 7 years)	Bachelor's degree (or 4 years)	Master's (or 5 years)	6 years	Doctor's (or 7 years)
1	2	3	4	5	6	7	8	9	10	11	12	13
$5,000 or more	...	...	...	...	...	...	...	4	1	1	3	13
4,900–4,999	...	...	1	...	...	...	1	...	...	...	3	1
4,800–4,899	...	...	1	...	...	...	6	...	...	1	4	6
4,700–4,799	...	...	...	1	...	1	3	6	...	5	9	1
4,600–4,699	...	1	1	...	...	1	1	2	1	5	15	6
4,500–4,599	...	2	1	1	...	2	5	1	...	7	4	7
4,400–4,499	...	2	...	...	...	4	3	3	1	19	8	6
4,300–4,399	...	...	1	...	...	8	2	6	3	22	5	5
4,200–4,299	3	1	...	...	1	7	3	1	11	29	8	1
4,100–4,199	...	1	1	...	8	4	3	2	14	12	9	8
4,000–4,099	3	2	...	2	10	9	5	3	50	30	12	8
3,900–3,999	1	1	1	...	3	7	4	3	14	18	9	3
3,800–3,899	2	4	...	...	10	8	1	1	24	33	19	1
3,700–3,799	1	1	...	...	12	7	3	3	24	34	8	3
3,600–3,699	5	1	...	1	8	12	2	6	29	27	1	4
3,500–3,599	1	1	...	...	12	9	...	1	38	21	5	3
3,400–3,499	1	...	...	...	9	10	2	2	34	23	3	4
3,300–3,399	...	1	...	...	4	8	2	1	19	16	...	2
3,200–3,299	...	...	...	...	10	7	...	...	26	14	3	1
3,100–3,199	...	...	...	...	7	3	...	...	13	15	2	1
3,000–3,099	1	...	...	...	6	5	1	1	21	12	...	...
2,900–2,999	...	...	...	...	8	1	...	...	8	3	...	...
2,800–2,899	...	...	...	...	1	2	...	...	11	4	...	...
2,700–2,799	...	...	...	...	7	2	...	...	5	1	1	...
2,600–2,699	...	...	...	...	1	1	...	...	2	1	...	...
2,500–2,599	...	...	...	...	...	...	...	...	2	2	...	...
Less than $2,500	...	...	...	...	3	1	...	...	9	5	...	...
Total number of schedules	18	18	7	5	120	119	47	46	360	360	131	84
			(—9—)				(—67—)				(—167—)	
Median of the minimums [c]	$3,750	$3,950	$4,500	$4,000	$3,500	$3,675	$4,200	$4,183	$3,500	$3,800	$4,100	$4,300
			(—$4,500—)				(—$4,150—)				(—$4,100—)	

[a] Figures shown do not include differentials for dependents or for men teachers. Cost-of-living adjustments, when reported, are included in figures shown.
[b] For population ranges, see Table 1, page 69.
[c] Medians are based on complete distributions, not on the group distribution shown in column 1.

I, $6600 for 76 districts in Group II, and $6450 for 188 districts in Group III.

Because the typical schedule has several maximum salaries, figures were prepared to show the distribution and median of the "top maximum" salaries—the maximum for the highest level of preparation recognized. The median amounts, for the respective groups, are: I, $6500; II, $6013; III, $6000; IV, $5800; V, $5400; VI, $5225.

Scheduled Salary Increments

Essential to a salary schedule is a series of increment steps, usually given annually, for progress from minimum to maximum of each class. The median number of increments and the median amounts for Groups I and II, for three levels of preparation, are as follows:

I: Bachelor's, 12 increments, median $203
I: Master's, 13 increments, median $204
I: 6 years, 12 increments, median $206
II: Bachelor's, 13 increments, median $156
II: Master's, 14 increments, median $157
II: 6 years, 14 increments, median $178.

Increments of $200 or more for the bachelor's-degree class were reported in 66.7 percent of the Group I schedules and 37.0 percent of those from Group II.

Various increment patterns are:

	Group I	*Group II*
Increments of uniform size	44.4%	39.5%
Increments uniform except first or last	33.3	14.3
Larger increments in early years	0.0	7.6
Larger increments in later years	16.7	9.2
Other variations	5.6	29.4
Total	100.0%	100.0%

Changes from 1954-55

The medians of minimum and maximum salaries in Groups I, II, and III can be compared with those of 1954-55. No consistent patterns of relationship could be observed in the percents of change, except that in all cases

TABLE 21.—DISTRIBUTION OF MINIMUM SALARIES IN SINGLE-SALARY SCHEDULES IN URBAN SCHOOL DISTRICTS UNDER 30,000 IN POPULATION IN 1956-57 [a]

Salary interval	Group IV districts [b]		Group V districts [b]		Group VI districts [b]	
	Bachelor's degree (or 4 years)	Master's (or 5 years)	Bachelor's degree (or 4 years)	Master's (or 5 years)	Bachelor's degree (or 4 years)	Master's (or 5 years)
1	2	3	4	5	6	7
$4,700 and over	1	6	...	2	...	1
4,600–4,699	...	14	...	1	...	...
4,500–4,599	2	18	...	7	...	2
4,400–4,499	7	22	1	7	2	4
4,300–4,399	7	35	2	17	...	5
4,200–4,299	14	34	5	16	1	6
4,100–4,199	20	33	8	23	1	9
4,000–4,099	63	50	29	50	10	17
3,900–3,999	22	63	16	37	7	26
3,800–3,899	59	69	40	63	23	27
3,700–3,799	65	65	48	50	19	20
3,600–3,699	81	67	72	57	33	44
3,500–3,599	68	32	51	52	26	32
3,400–3,499	64	53	63	62	39	37
3,300–3,399	33	44	52	28	35	21
3,200–3,299	54	53	55	42	35	22
3,100–3,199	29	24	22	10	18	9
3,000–3,099	108	52	101	79	55	41
2,900–2,999	16	8	11	4	4	5
2,800–2,899	17	7	24	12	14	6
2,700–2,799	8	14	8	11	4	1
2,600–2,699	7	5	9	8	8	12
2,500–2,599	7	5	8	2	...	2
2,400–2,499	15	4	10	4	13	1
2,300–2,399	1	...	4	...	...	...
2,200–2,299	7	2	3	1	3	2
2,100–2,199	1	...	2	...	...	...
2,000–2,099	3	...	...	...	2	...
Below $2,000	3	3	5	4	...	...
Total number of schedules	782	782	649	649	352	352
Median of the minimums [c]	$3,500	$3,700	$3,400	$3,600	$3,300	$3,500

[a] Figures shown do not include differentials for dependents or for men teachers. Cost-of-living adjustments, when reported, are included in figures shown.
[b] For population ranges, see Table 1, page 69.
[c] Medians are based on complete distributions, not on the group distribution shown in column 1.

TABLE 22.—DISTRIBUTION OF MAXIMUM SALARIES IN SINGLE-SALARY SCHEDULES IN URBAN SCHOOL DISTRICTS OVER 30,000 IN POPULATION IN 1956-57 [a]

Salary interval	Group I districts [b]					Group II districts [b]					Group III districts [b]				
	Bachelor's degree (or 4 years)	Master's (or 5 years)	6 years	Doctor's (or 7 years)	Top maximum [c]	Bachelor's degree (or 4 years)	Master's (or 5 years)	6 years	Doctor's (or 7 years)	Top maximum [c]	Bachelor's degree (or 4 years)	Master's (or 5 years)	6 years	Doctor's (or 7 years)	Top maximum [c]
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
$8,500 and over	...	...	...	...	...	...	...	...	...	...	...	1	2	1	3
8,000–8,499	...	1	...	...	1	...	...	...	1	1	1	4	3	7	10
7,800–7,999	...	...	...	1	1	...	...	1	...	1	...	1	1	5	5
7,600–7,799	1	...	1	1	2	...	...	1	3	3	...	3	5	5	6
7,500–7,599	...	...	...	...	...	...	...	1	...	1	...	1	6	2	5
7,400–7,499	...	...	...	...	...	...	...	1	2	4	3	1	4	4	5
7,300–7,399	...	...	...	...	...	...	...	4	4	7	...	7	8	3	10
7,200–7,299	...	...	1	...	...	...	3	1	3	3	2	...	6	1	6
7,100–7,199	...	1	...	...	...	...	2	3	3	3	1	2	4	2	5
7,000–7,099	...	1	...	...	1	...	5	4	4	5	5	12	6	5	15
6,900–6,999	...	...	...	...	...	...	...	4	...	1	2	7	2	5	8
6,800–6,899	...	...	...	1	...	2	6	4	1	5	6	10	10	4	11
6,700–6,799	1	1	1	1	1	2	4	2	4	6	2	6	6	3	7
6,600–6,699	...	1	2	...	2	4	3	2	3	5	3	13	4	1	6
6,500–6,599	1	1	2	...	2	2	7	3	3	3	6	20	5	4	16
6,400–6,499	1	1	...	1	1	4	3	2	1	5	10	10	5	3	10
6,300–6,399	...	3	...	...	...	1	10	3	2	2	7	18	4	1	12
6,200–6,299	1	5	...	...	4	5	6	2	1	4	15	12	11	6	20
6,100–6,199	2	...	...	...	...	3	2	1	...	...	10	12	4	3	10
6,000–6,099	5	1	...	...	1	11	6	1	...	2	20	21	5	2	16
5,900–5,999	1	...	...	...	...	7	5	2	4	7	14	12	5	5	14
5,800–5,899	2	...	...	...	...	6	4	1	1	5	10	18	5	2	14
5,700–5,799	1	1	...	...	1	5	3	1	1	2	16	14	4	3	11
5,600–5,699	...	...	...	...	...	8	4	1	1	3	18	16	9	1	19
5,500–5,599	1	...	...	...	...	5	6	...	...	4	17	18	4	2	15
5,400–5,499	...	...	...	...	...	4	3	1	2	3	29	15	...	1	7
5,300–5,399	...	...	...	1	1	3	3	3	...	5	7	8	6	...	7
5,200–5,299	...	...	...	...	...	4	3	...	1	2	13	10	3	1	7
5,100–5,199	...	...	...	...	...	4	...	...	1	1	18	13	...	3	10
5,000–5,099	...	1	...	...	...	3	9	...	1	8	21	8	1	1	8
4,900–4,999	...	...	...	...	...	1	2	1	1	2	8	6	3	1	6
4,800–4,899	...	...	...	...	...	3	2	...	...	1	10	6	...	...	4
4,700–4,799	...	...	...	...	...	3	1	1	1	3	8	4	...	...	4
4,600–4,699	1	...	...	...	...	3	4	1	1	1	6	7	...	1	6
4,500–4,599	...	...	...	...	...	3	1	...	2	2	7	5	...	1	5
4,400–4,499	...	...	...	...	...	1	5	1	...	4	4	6	...	1	6
4,300–4,399	...	...	...	...	...	6	1	...	1	2	8	2	...	1	3
4,200–4,299	...	...	...	...	...	4	2	...	...	1	6	7	2	1	6
4,100–4,199	...	...	...	...	...	1	1	...	...	1	6	1	2	...	3
4,000–4,099	...	...	...	...	...	2	1	...	...	...	6	6	...	...	4
3,800–3,999	...	...	...	...	...	3	3	...	...	2	8	6	1	2	5
3,600–3,799	...	...	...	...	...	5	...	...	...	...	10	7	...	2	8
3,400–3,599	...	...	...	...	...	1	...	...	...	...	11	3	...	...	1
Less than $3,400	...	...	...	...	...	1	...	...	...	...	6	1	...	...	1
Total number of schedules	18	18	7	6	18	120	120	53	53	120	360	360	146	96	360
			(9)					(76)					(188)		
Median of the maximums [d]	$6,000	$6,325	$6,600	$6,750	$6,500	$5,596	$5,900	$6,680	$6,600	$6,013	$5,400	$5,800	$6,416	$6,585	$6,000
			($6,700)					($6,600)					($6,450)		

[a] Figures shown do not include differentials for dependents or for men teachers, nor do they include extended-service increments. Cost-of-living adjustments, when reported, are included in figures shown. Where quality of service affects the maximum salary, the highest superior-service maximum is tabulated.

[b] For population ranges, see Table 1, page 69.

[c] Columns 6, 11, and 16 give the highest maximums provided for the highest training recognized.

[d] Medians are based on complete distributions, not on the group distribution shown in column 1.

TABLE 23.—DISTRIBUTION OF MAXIMUM SALARIES IN SINGLE-SALARY SCHEDULES IN URBAN SCHOOL DISTRICTS UNDER 30,000 IN POPULATION IN 1956-57 [a]

Salary interval	Group IV districts [b]			Group V districts [b]			Group VI districts [b]		
	Bachelor's degree (or 4 years)	Master's (or 5 years)	Top maximum [c]	Bachelor's degree (or 4 years)	Master's (or 5 years)	Top maximum [c]	Bachelor's degree (or 4 years)	Master's (or 5 years)	Top maximum [c]
1	2	3	4	5	6	7	8	9	10
$8,500 and over	...	3	8	...	...	2	...	...	...
8,000–8,499	3	4	14	...	...	6	...	...	...
7,800–7,999	...	2	5	...	1	1	...	...	...
7,600–7,799	...	6	2	...	3	4	...	...	...
7,500–7,599	5	4	6	...	...	1	...	...	...
7,400–7,499	2	5	7	2	3	3	...	1	1
7,300–7,399	2	4	9	1	6	3	...	...	...
7,200–7,299	2	3	7	...	...	5	...	...	2
7,100–7,199	2	2	4	2	2	4	...	...	...
7,000–7,099	9	10	19	4	9	7	...	...	1
6,900–6,999	3	9	12	2	4	5	...	...	2
6,800–6,899	4	6	13	3	10	6	...	...	1
6,700–6,799	2	13	17	2	4	4	...	3	4
6,600–6,699	4	20	20	3	5	9	...	5	4
6,500–6,599	4	22	17	9	7	12	...	1	5
6,400–6,499	10	31	31	4	8	12	1	5	1
6,300–6,399	7	31	27	3	12	10	1	9	12
6,200–6,299	24	19	31	11	15	17	7	7	9
6,100–6,199	18	23	22	3	13	16	3	10	7
6,000–6,099	36	50	42	18	30	20	7	12	11
5,900–5,999	22	34	18	10	20	14	3	7	6
5,800–5,899	28	68	64	14	78	79	12	45	46
5,700–5,799	35	21	15	10	13	16	8	11	10
5,600–5,699	32	23	23	19	23	18	10	11	9
5,500–5,599	27	29	29	20	18	18	13	15	15
5,400–5,499	79	33	34	86	36	36	41	24	23
5,300–5,399	23	30	27	16	19	19	17	4	3
5,200–5,299	27	19	15	16	26	24	12	12	11
5,100–5,199	31	20	21	29	22	24	22	12	13
5,000–5,099	28	25	25	24	24	19	4	13	12
4,900–4,999	26	22	16	12	24	24	10	15	14
4,800–4,899	30	17	19	28	19	19	13	12	12
4,700–4,799	21	24	19	26	21	21	13	11	11
4,600–4,699	28	12	12	32	18	18	14	18	19
4,500–4,599	20	19	15	19	18	18	7	6	8
4,400–4,499	19	22	25	21	26	27	16	18	17
4,300–4,399	13	11	13	23	10	13	12	5	5
4,200–4,299	15	9	8	19	9	8	15	6	5
4,100–4,199	13	9	9	13	9	10	10	5	5
4,000–4,099	14	12	13	22	16	19	7	9	10
3,900–3,999	10	8	8	10	13	11	7	6	6
3,800–3,899	12	14	9	11	16	11	10	16	5
3,700–3,799	14	2	3	16	5	6	7	...	1
3,600–3,699	18	9	9	17	3	4	13	5	8
3,500–3,599	8	1	...	9	1	4	4	1	4
3,400–3,499	20	2	2	20	1	...	16	1	1
3,200–3,399	11	7	5	13	13	6	4	6	...
3,000–3,199	7	2	2	7	4	4	6	2	1
2,800–2,999	4	3	4	6	4	4	3	1	1
2,600–2,799	2	5	4	3	2	2	2	1	1
Below $2,600	6	...	...	5	...	...	1	...	...
Total number of schedules	710	779	779	643	643	643	351	351	351
Median of the maximums [d]	$5,250	$5,700	$5,800	$4,900	$5,372	$5,400	$4,850	$5,200	$5,225

[a] Figures shown do not include differentials for dependents or for men teachers, nor do they include extended-service increments. Cost-of-living adjustments, when reported, are included in figures shown. When quality of service affects the maximum salary, the highest superior-service maximum is tabulated.

[b] For population ranges, see Table 1, page 69.

[c] Columns 4, 7, and 10 give highest maximums provided for the highest training recognized.

[d] Medians are based on complete distributions, not on the group distribution shown in column 1.

the 1956-57 medians were higher than those of two years earlier.

The percents of increase from 1954-55 to 1956-57 were as follows (figures being shown in each item for Groups I, II, and III):

Median of *minimums* for bachelor's degree: 10.3 percent, 9.6 percent, 7.2 percent

Median of *minimums* for master's degree: 11.8 percent, 8.9 percent, 9.4 percent

Median of *maximums* for bachelor's degree: 8.3 percent, 11.1 percent, 10.0 percent

Median of *maximums* for master's degree: 9.1 percent, 10.4 percent, 9.1 percent.

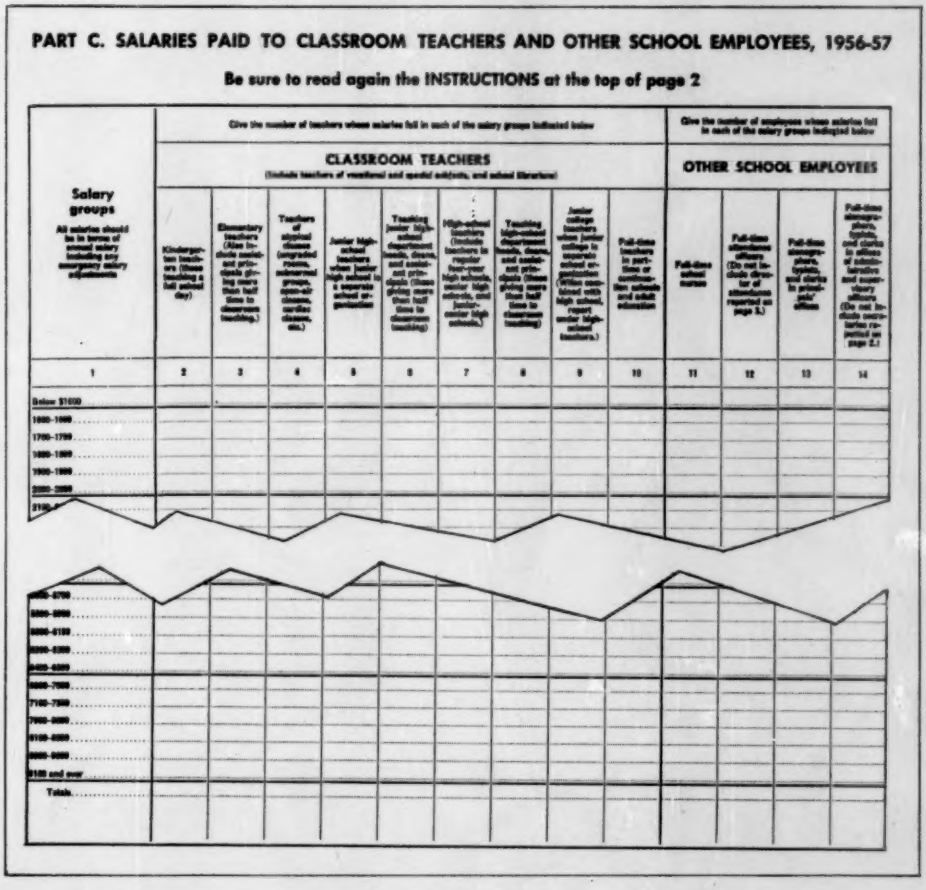
VI. Forms and Definitions Used in Collecting Data

To illustrate the method by which the study was made, part of one of the forms used in collecting figures is shown below. The form reproduced was sent to urban districts over 30,000 in population. Other pages of the inquiry provided spaces for reporting the salaries of principals, supervisors, clerks, and other school employees.

Teaching principals were defined as those doing some regular classroom teaching, while supervising principals were those giving full time to administration and supervision. Vice-principals, assistant principals, and deans were to be reported under these classifications only if the persons concerned devoted half time or more to administration or supervision.

The form sent to urban districts under 30,000 in population is similar to the one reproduced below except that the elementary-school teachers category for the smaller districts includes kindergarten teachers, teachers of atypical classes, and teachers rated as assistant principals or viceprincipals in elementary schools. Similarly, the classifications of junior high-school teachers and high-school teachers include teachers rated as heads of departments, and assistant principals or viceprincipals in these schools.

FIGURE I.—SAMPLE SECTION FROM QUESTIONNAIRE FORM



PART C. SALARIES PAID TO CLASSROOM TEACHERS AND OTHER SCHOOL EMPLOYEES, 1956-57

Be sure to read again the INSTRUCTIONS at the top of page 2

Salary groups All salaries should be in terms of annual salary including any emergency salary supplements	Give the number of teachers whose salaries fall in each of the salary groups indicated below CLASSROOM TEACHERS (Include teachers of vocational and special subjects, and school librarians)									Give the number of employees whose salaries fall in each of the salary groups indicated below OTHER SCHOOL EMPLOYEES			
	Kindergarten teachers (Others teaching a full school day)	Elementary teachers (Also include special and principals giving more than half time to classroom teaching.)	Teachers of atypical classes (ungraded rooms, subnormal groups, sight-saving classes, cardiac classes, etc.)	Junior high-school teachers (Junior high school is a separate school organization)	Teaching junior high-school department heads, deans, and assistant principals (Those giving more than half time to classroom teaching)	High-school teachers (Include teachers in regular four-year high schools, senior high schools, and junior-senior high schools.)	Teaching high-school department heads, deans, and assistant principals (Those giving more than half time to classroom teaching)	Junior college teachers (Junior college is organized school organization (Where associated with high school, report under high-school teachers.)	Full-time teachers in part-time or continuation schools and adult education	Full-time school nurses	Full-time classroom officers (Do not include officer of classrooms reported on page 3.)	Full-time stenographers, typists, and clerks in principals' offices	Full-time stenographers, typists, and clerks in offices of administrative and supervisory officers (Do not include secretaries reported on page 2.)
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Below $1000													
1000-1099													
1100-1199													
1200-1299													
1300-1399													
1400-1499													
3100-3199													
3200-3299													
3300-3399													
3400-3499													
3500-3599													
3600-3699													
3700-3799													
3800-3899													
3900-3999													
4000 and over													
Totals													

NATIONAL EDUCATION ASSOCIATION
nea
1857
1957
CENTENNIAL